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CONNECTICUT INDUSTRY

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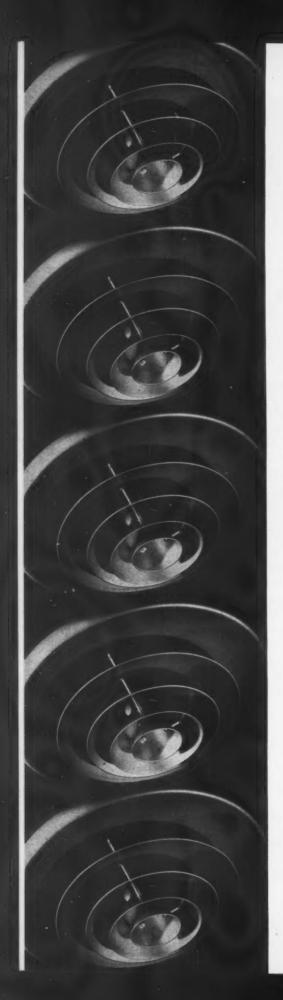
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IN THIS ISSUE

	Page
A PLEA FOR POST-WAR EMPLOYMENT	4
FROM PEACE TO WAR IN PLASTICS	6
HOW TO KNOW THE FORCE	7
PARTITIONING COMMERCE WILL RETARD TRADE	8
MERIDEN AND WALLINGFORD RECRUIT WAR WORKERS	10
HOW LANDERS, FRARY & CLARK WENT TO WORK FOR UNCLE SAM	11
CARING FOR CHILDREN OF WORKING MOTHERS	12
CONNECTICUT FIRMS WIN MORE PRODUCTION HONORS	14
MILLER COMPANY INSTALLS NOVEL BROADCAST-	
ING BULLETIN BOARD	16
CREDIT LINES	16
NEWS FORUM	17
MANUFACTURERS' INDEX TO SYNTHETIC RUBBERS	26
TRANSPORTATION	29
PERSONNEL SQUIBS	31
EXPORT NEWS	33
PRESS COMMENT	35
BUSINESS PATTERN	37
ACCOUNTING HINTS	38
IT'S MADE IN CONNECTICUT	40
SERVICE SECTION	44

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CIVILIZATION MUST RIDE ON DAY COACHES

A quick survey of the headlines and leading paragraphs of any of our daily newspapers should produce all the evidence anyone requires to prove the need for understanding the simple fundamentals for which this nation must stand if it is to preserve itself and our civilization. To say the least, the daily parade of headlines is highly disconcerting, if not baffling, to anyone whose mind is not anchored securely to a formula for his own daily life and that of his community, his country and the world at large.

In one daily edition you may read of a half-dozen strikes in critical war industries, any one of which, if long continued, could be the means of losing the war. Elsewhere in the same issue you are elated to see that American shipyard production is four times that of sinkings, that seven more Jap ships have been erased and a new record for sinking German submarines has been attained. Then you note with a sinking feeling that despite the recent De Gaulle-Giraud handshake, French unity is again being seriously threatened by a political crisis precipitated by the resignation of the present governor-general of Algeria. Then there is the coal strike hanging like a sword of Damocles over every war industry and threatening to close down steel mills, curtail travel and the production of essential power.

We ponder other disturbing headlines seen in recent weeks, particularly the "cradle to the grave" plan of social security advanced by the National Economic Planning Board. We are further disturbed by noting renewed attacks on private enterprise and the attempt to bring all research under governmental control as recommended by Senator Kilgore.

One might go on enumerating indefinitely the disturbing news of these interesting, if highly complex, days in which we are living. But that would only confuse the issue. The real need of today, if we would mould the future, is for all groups in our society to gain a common understanding now of the fundamentals necessary to bring about the kind of a world most people want but have never planned for intelligently. How can this be done after these many years that our society has been riding in groups, each in separate compartments on the Pullman train of our material civilization, with each throwing stones at the other's views and actions?

At first glance, it may seem an impossible task to break down these compartments in which industry, labor, agriculture, educators, clergy, and even government officials, have been doing their own planning without sufficient regard to the other groups. But it can and must be done—in fact, is being done even now. It must be done by the "grass roots" method, community by community, with small groups meeting together and making an unprejudiced approach to our local, national and international problems until they reach a thorough understanding of the basic concepts of true democracy and agree in principle on a reasonable program for attainment.

Already there are informal groups of clergy and management meeting together from six to nine times a year in Hartford, New Haven, Bridgeport, Bristol and Torrington, and in over 300 other cities throughout the country. These dutch-treat dinner and discussion meetings have been the means already of clearing up a number of misunderstandings of long standing, and can be the vehicle for mobilizing "dynamic good will" latent in the breasts of most Americans. What is needed in every community are a few men and women of all groups who will take the initiative to get together with their fellow townsmen on a regular monthly basis to discuss common problems in which all are interested. Out of this meeting of open minds honestly seeking a solution to mutual problems will come a mutual confidence, respect and vision of the future that can be readily transmitted with telling effect to those whom we elect to mould our future local, state or international relations.

Civilization can no longer afford the luxury of riding in class groups in closed compartments. It must ride and mingle on day coaches if it is to enjoy the right to improvement, or even exist at all.

Offred C. Fulls.

President



A PLEA FOR POST-WAR EMPLOYMENT

By CARL A. GRAY, President, The Grenby Company, Plainville, and former head of the Governor's Employment Commission.

IN THIS ARTICLE, Carl Gray applies a seven point formula to what will be one of post-war's biggest headaches—namely how to get men in the armed forces back into productive society with the least pain to themselves and the most profit to society—and comes out with a sound, practical solution. "The lack of a definitely planned reception for our soldiers will mean the sprouting of "isms" and crackpot "causes" that may plague America and Americans for at least a generation", is his summation of what we face unless we do something NOW.

N all public discussions, so far, of plans for a post-war world, the vision of most statemen seems to be focussed on lands far-off. Perhaps this is only right and proper, for the future welfare of the United States and its prosperity may well be dependent on the welfare of the Chinese or the Algerians. However, there is a real danger that in our zeal to re-make the pattern of our international relations, we may overlook some of the realistic problems at which we must ultimately come to grips here at home. Not the least of these is the readjustment of several million young men back into the civilian economy at a period when most of our important industries will be struggling to resume peace-time production. Moreover, it will be necessary to retain many who are now making high wages and think they are

Unpleasant memories dim quickly, and there are few people today who have a keen recollection of the maladjustments, the injustices or the real harm that was done to citizens subse-

quent to the last war by our unpreparedness for peace. Perhaps those who were shoved unceremoniously back into civilian life can remember and there is no doubt in my mind that the clamor for bonuses and special favors arose from the fact that no definite plan for readjusting these men to civilian life had been made. The shout for a bonus was a cry, a protest against a society which had used men—and yet gave no thought to them when they had returned.

This time, we may be sure, we cannot, with safety to our form of government, tell these men to sell apples; nor can we insult them with "made work", under the name of WPA or any other label. National programs will say "jobs for all", to which I agree, but all must be qualified to take those jobs or else we will have coddling and private initiative will die out. We must not promote wards of the State.

What I suggest is a plan for absorbing these men back into productive society, with the least pain to them, and with the most profit to society. This plan is not based on nebulous thinking, but on practical experience and insight I have gained by studies into some of the unemployment sequels of the last war.

A few years ago, when the State of Connecticut was trying to find a solution to the problem of unemployment, an analysis was made of the educational and vocational background of those who were without work or income. Starting out as an effort to solve the unemployment problem of the man over 40, the scope of the inquiry was soon expanded.

Tragically enough, it was soon discovered that these men were unemployed because they had nothing to offer that had present value. They had no trade, skill, experience or training for anything that American industry needed. The fundamental prejudice was not against men over 40, but against men over 40 who had no training.

Of the employable unemployed between the ages of 16 and 26, untrained and inexperienced, there were few indeed who had ever held a "real" job in their lives; young people unable to get any job requiring experience; young people of whom it could truly be said, "They haven't had a chance." Many of these youths were only nine or ten years old when the first great depression started and these had only heard of relief payments at home. These were about one-third of the unemployed.

Another third were "skill-rusty" older workers; men who had formerly worked as artisans but who had been away from their trade so long that their touch had been blunted and their

reactions slowed down.

To meet this situation manufacturers of the State were queried to find out what kind of tradesmen were most needed, and having gotten this information a start was made in training these groups for specific job families. This simple formula requiring only a small expenditure soon became known throughout the country as the "Connecticut Plan".

At first blush this may seem to have no relation to the problem we are going to face in the post-war era-but the facts are analogous. Going into the army now are young men who are fresh from school; others have been in business or industry for too short a period to have developed a skill. Normally, these next two or three years would be the period of discovery, placement and experience. Because of the unrealistic type of training most of these boys have received in our high schools and colleges, they are unprepared for work on leaving school. Their actual scholastic training ordinarily, in the course of things, is leavened by work experience, which makes them a "saleable product" on the labor market.

We are plucking from these lives now this period of orientation. When our boys return to civilian life after the army, they will be mature—indeed with an accelerated maturity. They will be restless, a little bitter, but still without the fundamental "sales" qualities which will make them easily placeable in a highly competitive society among older men and women who have learned to work productively.

But these men must be fitted back or we shall reap the whirlwind.

Psychological War Must Be Won

It is my suggestion, that in our conversion to peace, we utilize the machinery of war, and with a disregard

for cost, on a scale of actual warfare. Make no mistake about it—when peace comes we shall be waging another kind of war—a psychological war for the preservation of our American way of life here at home. To meet this threat we must keep our resources mobilized and working cooperatively.

The machinery of a broad Selective Service, the technical, professional resources, the expenditure of money, should be maintained—the machinery, however, thrown into reverse and



CARL A. GRAY

utilized for the replacement of these men back into civil life.

If a country can take a man from a job or from school, submit him to intensive medical, physical, neurological, psychological, psychiatric and vocational interviews; train him at great expense over a period of months; equip him with the best to muster him into military service—then that same country must have the imagination and the courage and the willingness to bear great expense, to do the same thing in mustering that man back into civil life.

To repeat the errors of the hastily contrived honorable discharge, the parades, the homecomings, and then the bleak days and weeks and months seeking employment is to court disasters far worse than a march on Washington for a bonus.

Fortunately, the exigencies of war have provided the very machinery we shall need for such a peacetime conversion, with one notable exception. When the army organizes for battle, it provides a bill of specifications; it orders so many cooks, so many tank drivers, so many infantrymen, so many medical men, so many signal corps men, and so many artillerymen. Then the manpower group, through Selective Service, sets out to provide the trained

material. Requisitions are made for the number and the kind of men who are needed.

It is possible to forecast trends in business. It is possible to forecast manpower needs, even in specific categories. Not only is it possible, but it is being

done, every day now.

Why should the adjustment, the training of new entrees into the business and commercial world in peace be left to chance, when in war it can be done so specifically? Men are being chosen every day in the army for the Air Corps, to drive a tank, for the Adjutant General's Office, to become cooks, infantrymen, or to go to Officers' Candidate School. By reversing the process of Selective Service, we can make those things come true in civil life; we can say with a degree of certitude that a great many cooks, truck drivers, tool makers, school teachers, lawyers, physicians, clerks or textile machine operators are going to be needed in a certain area. Then we must proceed to train our demobilized troops who are not definitely and certainly tied in with a job or a business.

Many, through former connections, family or friends will slide back noiselessly into civilian life, but our attention is focused on those who would

otherwise be left adrift.

They must get as thorough a goingover as they got when they went into the army. Their vocational interview must be no cursory thing. It should last for an hour or for a day if necessary; aptitude tests must be given; trained employment interviewers and psychologists must consult with the soldier, talk to him about his plans and steer him into the right kind of training. It must be done well.

The man with an I.Q. of 155 must be discouraged from seeking retreat into a menial job, and the I.Q. of 75 must be dissuaded from trying to

study medicine.

Impossible you say? It is being done today. It was done yesterday. It must be done tomorrow. The weeding process is going on in every army reception center of the country. The machinery is here waiting to be used.

Industry may need some help too. Industry should be encouraged to convert to peace, so that it can help our young men to be converted to peace.

All we need to do is reverse the process from ingress to egress. Going out of the army should be as meticulous a process as going in.

(Continued on page 27)

FROM PEACE TO WAR IN PLASTICS

T the outbreak of the war, the Hemco Plastics Division of The Bryant Electric Company, Bridgeport, was busily engaged in producing plastic moldings. These moldings included a large line of chain store items such as plastic tumblers, children's dishes, measuring spoons and cups, lighting reflectors, moldings for specific customer requirements used in mechanical and electrical applications, and a host of similar items in addition to the Company's needs of insulating parts for their regular line of electrical wiring devices.

Today, the large and powerful presses which were used to mold lighting reflectors are making helmets for soldiers. The presses that made children's dishes are now turning out tableware for the Navy and also for other branches of the armed forces and the maritime service at a rate of 30,000 pieces per day. With all this, huge quantities of wiring device moldings are still required for essential service on implements of war, ships, war plants and war housing.

Other presses are turning out parts for radio, radar, planes, powder loadings funnels, gun mounts, coil forms and a plastic fuze nose which is used for practice firming. All together, there are some 200 items being made for the war effort and during the year it is estimated that a total of 50,000,000 such pieces will be produced. Beyond the items mentioned, some of the most important parts being made are those which cannot be discussed until the war is over.

Out of this war activity have come new methods of molding as well as new molding materials. For example, the Navy set down more rigid requirements for its tableware than were ever thought of for children's dishes. A new material was developed which withstands the extremely tough Navy tests particularly with respect to resistance to boiling water, breakage and staining. New methods had to be devised for molding the cylindrical radio coil forms. The plastic fuze nose had to be identical in size and shape to the metal fuze nose and at the same time had to weigh exactly the same. This was done by combining a lead filler with the molding material.

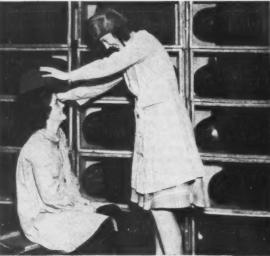
The techniques which are being developed under the necessities of war give promise of greatly improved products after the war is over. Not only will there be many new and interesting applications for plastics but, perhaps more important, many of the



PLASTICS WARE for Navy offi-

established items will have new strength, greater resistance to heat and abuse, better dielectric qualities and more lasting beauty.

It is not too much a flight of fancy to see the plastic soldiers' helmet as the forerunner of milady's millinery of tomorrow, as well as a multitude of household items.



ABOVE — TRYING ON soldiers' new headgear. The young lady at the right is wearing a helmet finished for jungle service as she tries a standard olive drab finished helmet on the "model" at the left.

BELOW—PLASTIC INNER HELMET is removed from presses at Hemco Plastics Division of Bryant Electric, Bridgeport. The helmets are formed by placing several layers of resin impregnated fabric in the mold, after which the heated molds come together with a force of 300 tons per square inch.



HOW TO KNOW THE FORCE

By DR. DONALD A. LAIRD, Middle Haddam, Conn.

RECENTLY I was talking with some 300 foremen in one plant. They had not had much experience as supervisors, since their plant had increased many times in capacity for war production. Their management was concerned about both the production rate and signs of unrest.

I asked to see the hands of those supervisors in the group who, that very day, had to speak to men under them about company business or work, and did not know the name of the man to whom they were speaking.

About 250 of the supervisors put up a hand.

There was one reason for the problems which were slowly developing in the shop—the supervisors did not know the men under them!

People have a hidden hunger to be noticed, especially by those above them. Yet many workers report that they are forgotten men, members of a lost battalion, as far as their boss is concerned.

When the boss wants to get a man's attention he has to say, "You there," or whistle at the man and beckon, since he does not know the workman's name. Workers resent this lack of acquaintance with them, this treating

them as human ciphers.

The first duty of a supervisor, in the interests of production and industrial peace, is to get acquainted with the men under him. Not in the sense of becoming palsy-walsy, but to know many of the personal details which are part and parcel of the man. The employment or personnel department supplies this information on a form when the man reports to work. From this blank the supervisor should memorize the following essential items—and promptly:

What is his name? Where does he live? Is he married? Children? Where has he worked before?

The first day the man is in the shop the supervisor should talk with him, briefly, in a way that lets the new worker understand the boss is acquainted with him.

And, at the same time, the boss should give the worker a little information about himself. See how easily it is done:



DR. DONALD A. LAIRD, internationally known authority on Human Relations, does much of his writing, as in this picture, on the porch of his century-old home on the banks of the Connecticut River. He is author of 10 books and more than 600 full-length magazine articles. Five of his books have been published in foreign languages.

"Well, John, you live out in the Elmwood section. My boy has a pal out that way—another radio nut wonder if you might know him?"

"John, you used to work for the Blackstone outfit. They make a good product. My wife's brother was with them several years. Did you know Frank Black there?"

Several purposes are accomplished by this get-acquainted spell of two or three minutes. 1. It helps the supervisor remember the man. 2. The worker feels he is not being ignored. 3. The worker does not associate the boss primarily with the idea of reprimands and discipline. 4. The worker feels from the start that the company takes an interest in its employees. And, 5, importantly, it helps the boss in sizing up his men.

Other information worth having, but which is not always on the "Putto-work" forms, can be obtained on subsequent contacts with the man.

When is his birthday?

Does he like fishing, hunting, soft ball?

The supervisor should add this information on the man's record. A separate ticker file should be made of the birthdays, arranged by months and days, and on each man's birthday the boss should drop by for a moment and congratulate him on being a year

older. Some of the old hands may faint from the shock, but they'll recover rapidly, and work with a little more enthusiasm and pride in their boss.

The president of one of our large airplane companies has a special secretary to keep him informed about the vital statistics of their firm. This record is placed on the very top of his desk each morning. It shows nothing about the previous days' production or power consumption. It shows the things, which when followed up, help the production the next day.

This record shows births and deaths in employees' families, engagements, or weddings, and injuries in the plant. Before the firm was as large as it is today, the president himself visited every worker in the hospital, dropped in personally to offer congratulations on a birth or marriage. Now a secretary has to do this for him, but she does it with the same real interest in the workers that her boss has.

The supervisor should follow this president's example. A few minutes each evening reading the sections of the local newspaper will give this information for many of his employees. The following day he should drop by the employee for a few moments to offer congratulations, or condolences, as the case may be.

The rapid increases, and shifts, in workers in recent months is making this problem of knowing the men—and letting the men know it—especially acute. Neglected even in normal times, it is triply important now. It is never too late to start.

Those 300 foremen, for instance, were instructed to take 5 "Put-towork" cards of workers they did not know, memorize the personal data on the 5 cards, and talk briefly with each of the 5 men the following day. The next day 5 more cards were used to help supervisor and worker get acquainted.

That is the first step in industrial leadership—to know the men under one, as persons.

As women come into plants in increasing numbers, the problems is more acute, for women resent even more deeply being ignored by the boss.

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PARTITIONING COMMERCE WILL RETARD TRADE

By RAYMOND BEACH FERNHEAD

A SEQUEL to Mr. Fernhead's article "Prelude to Post-War Production" in the April issue of Connecticut Industry, this writing directs attention to the bad effects certain to result if two or three leading nations attempt to control air commerce. This is so serious a matter, in view of British officials' announcement seeking partitioning of air commerce with the United States, that it seems important for manufacturers to be on guard against any such arbitrary action coming to pass.

E have known for years that a broadened future for the system of free enterprise has waited on finding a means of successfully opening the way to increasing the proportion of the world's population that can and will make use of the products of mass production. That means is due to become available at the end of the present war, largely because world progress has reached the point of entry into the air age. So the question becomes one of determining whether the air is to be used to facilitate or to retard the spread of trade. Either way, the air has to be reckoned the chief medium of future commerce. The rate, kind and extent of the results will be decided by how commerce is harnessed to the job of han-

Any post-war move aimed to siphon off trade with instruments of allocation that would partition commerce to the detriment of free enterprise is capable of defeating the otherwise bright prospects for peace time world-trade. World-wide acceptance of the fruits of mass production cannot occur under the limiting influence of bars to equally world-wide mass distribution. That is another way of saying that realization of an expansive future for free enterprise can be thwarted by failure to recognize the disastrous consequences that would follow a partitioning of commerce.

When we refer to partitioning we mean an arbitrary division of the principal facilities of world-commerce so that the few nations thus controlling commerce would likewise be in control of the markets of the world, the latter being always dependent on the channels of commerce for the development of trade. The air is destined to afford the principal facilities of post-war commerce. It will remove the old sense of remoteness from the minds and lives of one and another of

the world's people. Planes will carry the sales and technical emissaries of producing and distributing organizations, and planes will develop freight carrying capacity and economy. Radio -for that too is an air facility of commerce—will keep people everywhere instantly informed regarding each other's daily lives while also recounting the advantages of the world's products. The air will be the means of giving new impetus to trade because of these new ways to reach people of every race and clime. What would happen to dull that impetus if a few nations contrive a partitioning of commerce on a "division of the markets" basis is one of the most vital things to be thought out while there is yet time for advance post-war thinking.

Among industry's Fundamental Orders is one that reads: In Time of War Prepare for Peace; and therein will be found room for involvements seemingly looking to (but not leading to) the results preparedness should bring. What we are at war to preserve is freedom of opportunity for individual capabilities, not the stultifying but the enhancement of personal initiative. Yet there already are unmistakable signs of a direction of thought that envisages the partitioning of post-war commerce in a manner meant to allocate the use of the markets rather than to assure the development of the markets by the free exercise of initiative. If we allow the purpose of our participation in the war to become confounded with such an outlook as that which asserts an intent to usurp the world markets, if we fail to protest and prevent so false an objective, the confidence of most of the nations in the war with usespecially the many that would be the victims of the partitioning-will justifiably waver and turn to distrust of the kind of future the post-war holds for their people.

It would be a sorry travesty of free enterprise for the post-war world to have to submit to a pattern dictated by the will and power of any with the mentality which conceives of the com-



ing commerce as something to be arbitrarily partitioned. That the nations of the world will have various and dissimilar parts to play in postwar trade and commerce is not, however, to say that the part of each should be circumscribed by any power or circumstance of regulatory action not of their own choosing. The need is to obtain the fullest possible flowering of native capacity and initiative, wherever and however it can contribute to a progressively improving world-standard of living.

It is just as necessary to encourage others' manufacturing capabilities as it is to invite their use of our manufactured products. If we do the one it will benefit the other. By having all at work to increase the sum total of products available to all, we will assure there being the greatest number of products of interest to the greatest number of the people of the world. That this is a matter of fact we have been able to demonstrate in our own country by the experience of a century of multiplying products and markets, all leading to expanded modernization in our way of life. Unless we aid in bringing about, post-war, the same radiating opportunity for production, and distribution, world-wide, we will stand face to face with the alternative of restricted commerce and constricted trade.

We shall have no reason to deplore the quality of American statesmanship in post-war matters if we here and now develop in our officialdom a high appreciation of the strong conviction among Americans as to the importance of world-wide opportunity for all to reap the rewards of every proof of ability to contribute to the sum and substance of material progress. That concept, if thoroughly imbued in those of our statesmen who came in contact with others' governments, is alone enough to assure us the solid friendship of the best part of the world.

No matter what may prove to be the particular channels of world-trade entered abroad by our products, the reception accorded us will be in keeping with the evidence we show of sincere use of the spirit of free enterprise. It is of course predictable that some of our products will fail to appeal to people of some areas of the world, just as it is also sure that here in our country not every product of other nations will take hold. Those are the ordinary fortunes of trades. What does matter is that there be opportunity everywhere to make an un-

"AS TO QUESTIONNAIRES"

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As Head of the Division of Provision or Revision Was a man of prompt decision—Merton Quirk. Ph.D. in Calisthenics, P.D.Q. in Pathogenics, He had just the proper background for the work.

From the pastoral aroma of Aloma, Oklahoma, With a pittance as a salary in hand. His acceptance had been whetted, even aided and abetted By emolument that netted some five grand.

So, with energy ecstatic this fanatic left his attic And hastened on to Washington, D. C. Where with verve and vim and vigour he went hunting for the Nigger In the woodpile of the W. P. B.

After months of patient process Merton's spicular proboscis Had unearthed a reprehensible hiatus
In reply by Blair and Blair to his thirteenth questionnaire
In connection with their inventory status.

They had written—"Your Directive when effective was defective In its ultimate objective,—and what's more, Neolithic hieroglyphic is, to us, much more specific Than the drivel you keep dumping at our door."

This sacrilege discovered, Merton fainted—but recovered Sufficiently to write, "We are convinced That sabotage is camouflaged behind perverted persiflage—Expect me on the 22nd inst."

But first he sent a checker, and then a checker's checker. Still nothing was disclosed as being wrong, So a checker's checker came to check the checker's checker And the process was laborious and long.

Then followed a procession of the Follow-up profession Through the records of the firm of Blair and Blair From breakfast until supper some new super-follow-upper Tore his hair because of Merton's questionnaire.

The file is closed, completed, though our Hero, undefeated Carries on in some Department as before.

But Victory is in sight, not because of—but in spite Of Merton's mighty efforts in the War.

hampered bid for trade. That way there will be a potent world-market, one that will expand with a steadily growing variety, and volume, and value, of marketable products. It will lead to greater mass production by affording ready access to more market points available for mass distribution. It is the answer to industry's need to get to more people with more goods.

Thus we see a vital meaning in the importance of having a post-war objective that does justice to the tenets of the free enterprise system. We do not assume to say what shall be made, and by whom, or where it shall go and

who shall carry it there. Rather, we say let who will make what he can, and let him send it where he likes and by whatever means he prefers. Certainly that is full equality of opportunity and true freedom of action, world-wide.

Time and experience will determine who is capable and what is practical. Let us frankly add that we have the best of reasons for believing that our mass production initiative and our mass distribution experience cannot do otherwise than assure our being of valuable assistance to a rapid post-war

(Continued on page 30)

MERIDEN-WALLINGFORD PROMOTION GETS RESULTS IN RECRUITING WAR WORKERS

MERIDEN and Wallingford industries have been entrusted with vitally important war contracts. This section of Connecticut, on the war production maps, shows a concentration of industry—one of the greatest in the country, in fact.

The need for recruiting men and women to take the place of those called to the service has been obvious for

some time.

The Meriden-Wallingford campaign started last summer when Mr. Frank Geiger, Manager of the U.S.E.S. and Mr. William J. Wilcox, Secretary of the Manufacturers' Association of Meriden got together to see what could be done in a cooperative way to enlist

more help for local war industries.

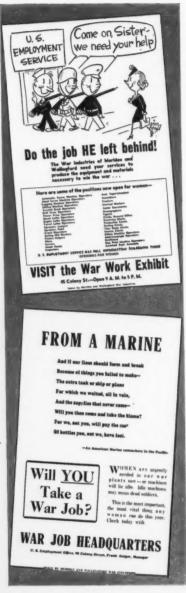
The publishers of the local newspapers were called into the discussion and George Morrison, advertising manager of International Silver, Meriden, was asked to prepare a campaign of advertising and publicity. When this campaign was presented to the Manufacturers' Association of Meriden they promptly voted an appropriation to support it and since that time advertising has been running regularly.

The newspapers have backed the job with good space for publicity including display lines at times across the top of the front page. Frank Geiger reports good results through his office

(Continued on page 25)



GOVERNOR BALDWIN visits Meriden's "War Work Center" sponsored by USES, the local trade school and Meriden and Wallingford war industries to stimulate greater interest among women in war work. At the "Center", which was open from April 16 to 30, prospective job applicants could see how machines are handled, arrange for lessons if desired and get the answers to questions about war work. Many signed for war jobs right at the exhibit.



THESE ADVERTISEMENTS, typical selections from a series used by Meriden and Wallingford industries in local newspapers, were effective in recruiting war workers to take the places of those called into service.

HOW LANDERS, FRARY & CLARK WENT TO WORK FOR UNCLE SAM

LAST MONTH, Connecticut Industry carried the story of International Silver's conversion to all-out war production. In this issue, Mr. R. L. White, president of Landers, Frary & Clark, New Britain, describes how his company tackled and solved the big problem of switching from the making of electrical household appliances to munitions for Victory.

ARLY in 1942, by governmental edict, Landers, Frary & Clark was put out of business on its principal lines-electrical household appliances. There was no question of reduced production or use of substitute materials. We were told to stop manufacturing after specified dates. In this abrupt manner we became a

war industry.

For many months we had foreseen the probability of drastic curtailment and had made conversion plans. When the complete stoppage came we were not unprepared. Conversion of industry to war has taken two main forms-greatly increased production of items similar to peacetime products, or conversion of plant to make entirely new lines. No other industry-not even the automobile makers-faced a more drastic conversion than did the household electric appliance manufacturers, and therefore this account of the conversion of Landers, Frary & Clark may be of interest.

Our efforts began in 1940, when the country started its preparation for defense. We opened a Washington Office to secure government orders for products similar to our regular lines. By early 1941 we began to seek other products of a nature that we could make with our own equipment. The problem was serious because our manufacturing facilities were so varied. We had brass, aluminum and iron foundries, plastic moulding, drop forge, porcelain enameling, vacuum bottle and cutlery plants, as well as regular metal working machinery, such as presses, milling, drilling and screw machines. No one type of government work could utilize all these processes.

NEW MACHINERY being set up at Landers, Frary & Clark to handle assignments occasioned by the Company's total conversion to war work.

We had to get contracts for many varying products.

The work of the Washington Office was supplemented by the contacts of the Chairman, the President, and senior sales managers. The program could not be carried out rapidly because of the enormous tooling and engineering required by such a variety of work. One contract after another was taken on, in different divisions, and a large amount of work as subcontractors was also undertaken.

The range and washer plants did not lend themselves to this program and careful search was made for some big job for those divisions. After much search a contract for a new type of gun mount was taken on. Considerable new machinery was needed for this job and because of serious delay in securing such machinery production did not get under way until late in

Instead of appliances we are now making equipment for almost every branch of the armed forces, ranging from items costing about 10 cents each to those costing several thousand dollars. Practically every department of our plant is now operating principally on government work. Our contribution to the war effort has not been as rapid as has been the case of many Connecticut industries who have been called upon for greatly increased production of regular peacetime products, but we hope nevertheless to do our

While devoting our main effort to the war, we recognize the responsibility of our industry to play its part in the post-war period. There will be a big demand for our regular products when peace comes, because manufacture has been stopped during the war. Our research departments have been enlarged to undertake the design of new products for the homes of the future; our engineering forces are working on a program of making these new products efficiently and economically. Because of wartime limitations these plans are to a large extent only on paper, but we must be ready for action immediately when peace comes. Then our industry can play an important part in post-war readjustment by affording employment on a large scale to those now in war industries or in the armed forces.





CARING FOR CHILDREN OF WORKING MOTHERS

By ELEANOR LITTLE and WINIFRED ALLEN, members of the Child Care Committee, State Defense Council.

HE industrialist accustomed to employing women in his factory is prepared for additional difficulties when he hires the mother of young children. An employer who for the first time is taking on women, has the problem not only of adjusting to a new type of labor but also of training his supervisors to realize that poor work and accidents may be due, not to indifference and lack of adaptability for the job, but to the fact that Mrs. Jones is worried over Bobby because of the new gang he has picked up since she can't have the neighborhood crowd in after school. The inevitability of increased absenteeism with these women presents an additional situation to be handled.

The community, equally apprehensive when it sees what Bobby's gang considers fun, begins to visualize an increasing delinquency rate, while Mr. and Mrs. Jones wonder whether Bobby will lack the background, when he grows up, upon which to build the

manhood they had hoped for, in the world for which they are fighting.

Only stark necessity justifies taking these chances with the nation's children. The present manpower shortage in many areas is that necessity and places upon industry, local communities and the state the responsibility for developing a program that will provide adequate protection for the children whose mothers make their contribution to the war effort by accepting employment.

Child Care Committee

The community aspect of the problem first drew attention and was responsible, two years ago, for the organization of the present Child Care Committee which was later to become one of the committees of the State Defense Council. On the Committee are represented the state departments of Health, Welfare and Education, the chairman being Mr. N. S. Light of the

YOUNGSTERS in this happy, wellsupervised group never have time to miss their war-working mommies and daddies. Photo was taken at one of the child care centers operating in Hartford for children of working parents.

On page 32 of this issue will be found a list, by cities, of day-care programs for children in this state as prepared by the Connecticut Child Care Committee.

latter department. Also on the committee are representatives of employers (a member of the staff of the Manufacturers Association of Connecticut), labor, both A. F. of L. and C. I. O., the United States Employment Service and the general public.

During the two years that the committee has been in existence, it has worked without authority and without funds. The full-time services, including traveling expenses of one worker, and part-time of another have been provided by the Department of Education, and three months time of one person by the Department of Welfare.

Community Planning Groups

Perhaps the most obvious ways for a community to provide child protection are children's centers for the preschool child and extension of the school day for the school-age child. Because adequate programs for supervision of children in groups must be concerned with the child's physical, mental and emotional well being, the committee's first undertaking was the preparation of a handbook devoted to the organization and management of child care centers. This handbook has been widely used in Connecticut and throughout the country. During the past year the committee has been largely concerned with the development of local community plans, advising with interested groups throughout the State, to be sure that needs for child care were carefully explored, that all existing resources were made use of, and that new community plans were built around such resources.

Types of Service

An effort has been made to place before these community planning groups a picture of a well-rounded community child care program;-that group care is not the only answer; that neighborhood care in private homes, also referred to as foster day care, has many advantages where it can be developed and that housekeeper service, properly administered, may be the answer in special cases. But group care must be provided for a considerable number of children. Extending the school day, by opening its doors earlier, providing lunches and recreation programs after school, is one service that should be included, while for many pre-school children a nursery school operating all day and even seven days a week, is the solution. Whatever the type of service, it must be made clear to any community studying its problems, that an essential part is providing a counselling service where mothers who are working or considering employment, may discuss with someone who understands human relationships and knows community resources, the problems involved in providing adequate care for their children. Inadequate planning for home responsibilities is as expensive to industry as to the family; more careful consideration of each situation before the mother's decision to go to work should help in avoiding future causes of absenteeism and turnover.

What Communities are Doing

At present, about forty towns have child care committees usually under their local Defense Councils. Day nurseries are operating to extended capacities under the management of established social agencies in about twenty towns. In a few communities local public or private funds have provided new services. Ten cities and towns are operating centers financed with federal funds obtained under the Lanham Act or provided by W.P.A. until Lanham funds are received, and five additional have made or are making application for these funds. In a number of towns, it is believed that the answer to their particular problem is to promote a program of neighborhood care by women who still take in two or three children living near by, to care for in addition to their own.

Along with these constructive developments, less desirable enterprises have also materialized as a result of the opportunities of providing a marketable service. Fly-by-night nurseries established primarily for money making

purposes have disturbed local officials and the Departments of Health and Welfare charged with the administration of laws whose violation may be involved.

State Money Needed

Although fees paid by parents provide a proportion of the cost, the needs for child care will not be met adequately until state money is available, not only to help defray the cost itself but also for additional staff to assist local communities in working out the solution to their problems and in preparing their case in a manner necessary to obtain Federal funds. Dealing with the changing rules of the Federal agencies administering Lanham Act funds involves intricacies beyond the grasp of those who do not have an opportunity to learn by trial and error methods. Furthermore, at present writing, Lanham Act funds can not be used for all types of child care-notable exceptions being counselling service and the supervision of neighborhood care, nor are they expendable for all items necessary in the operation of child care centers and after-school programs. In practice, they must be channeled through local boards of education, and some local or state funds must be available to meet any deficit in operating costs. These restrictions are a definite handicap in providing an adequate plan for working mothers in Connecticut, and without supplementary state funds available promptly to meet varying types of situations, there will be many gaps in necessary services.



Case Histories

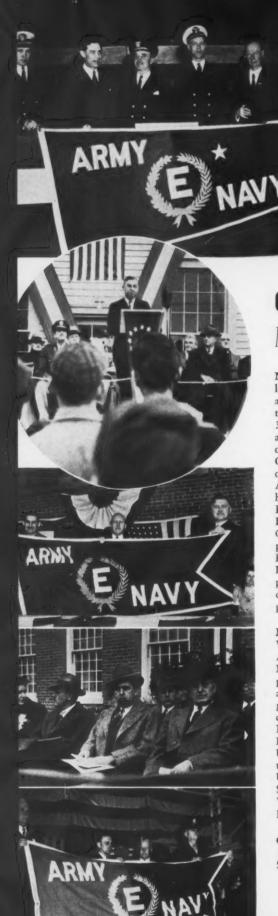
Some idea of what existing Child Care services are meaning to children and their families, adds to the committee's certainty that Connecticut must assure the availability of such services to all children needing them. Three year old Tommy is now attending a Child Care Center having recently come with his parents from another state. His mother works in a war plant from 7 to 3 and his father on the night shift. For several months Tommy was "cared for" during the day by his father who was also trying to sleep. He was expected to play as quietly as possible-with obvious results. His father, more and more irritable from his disturbed sleep, would completely lose his temper, and Tommy endured many a spanking for his normally noisy play. He was entered in the Child Care Center as soon as his mother heard about it at the factory where she works. When his father called for him the first day Tommy looked up from his play to greet him, "Daddy, I yelled," he said. He had, all day! Tommy's need to yell is gradually lessening, with an opportunity for normal play. Daddy's disposition is improving with uninterrupted rest, and all three, Tommy, Mummy and Daddy, find some time in the day when they can enjoy life together.

Four year old Jimmy, an only child, has a father in service. His mother, feeling lonely and tied down, needed not only the additional income but also to feel that she too, was a part of the war effort. Until the Child Care Center opened she could not take a job because of Jimmy. Now she works from 7 to 3, and instead of playing by himself in a one, all-purpose room, Jimmy is also busily engaged in "hard work with his gang." The nursery school teacher at the Child Care Center says he is "always making something" and already the other children look to him for ideas and leadership in their play. The days go by more quickly now for Jimmy's mother. Jimmy only senses without knowing why, his own increased satisfaction with his mother, his new found companions, and the world in general.

Problems for the Future

Experience to date in providing child care services suggests many problems still to be solved. Some are closely re-

(Continued on page 36)



CONNECTICUT FIRMS WIN MORE PRODUCTION HONORS

NORWALK COMPANY (above, left), South Norwalk, on April 15 added a Six Month's Production Star to its Army-Navy "E" awarded Sept. 30, 1942. Holding the flag, l. to r., are: Ensign O. David Oksanen, Bureau of Ordnance, Washington, D. C.; Glenn G. Gibson, Resident Inspector of Naval Material, South Norwalk; Austin S. Kibbee, Commander, USNR, head of the New York District Award Board who presented the gold star; Lieut. Stanley G. Fisher, Bureau of Ordnance, Washington, D. C., who presented a token gold pin to Harry Platt, veteran Norwalk Co. employee; Henry Torrance, president of the company and Fred P. Ashbey, vice-president and general manager of the com-

MASON SILK CO. (above, right), Winsted, received the valued "E" April 27. Holding the flag, l. to r., Mary Bazzano and Walter King, employee representatives; Frank Lepine and William Logan, employee color guard; Harry Mason, president of the company. Back row, l. to r., are: Harry Norton, H. Eugene Mason, Mayor Darcey, Lt. Col. George E. Hodge, U. S. Army Air Force, who presented the pennant; Lieut. Richard S. Aldrich, USNR, who presented token "E" pins; Sgt. Caldwell, Lieut. Cole and Lieut. Willis J. Goedert, U. S. Army Air Force, who was master of ceremonies.

CHARLES P. COTTRELL, JR. (circle), president of C. B. Cottrell & Sons Co., Pawcatuck, accepts "E" pen-

nant on behalf of employees and management. Said Mr. Cottrell, "We shall play our just part in increasing our production and efficiency, reducing waste and lost hours, and by our efforts hasten the day when this tragic war is won and our loved ones are home again."

MACHLETT LABORATORIES' (left, top), field x-ray equipment is operating with American armed forces wherever they go in this world-wide war, Col. Martin E. Griffin, M.C., of the Surgeon General's office, told more than 1,000 Machlett workers and spectators at the formal presentation of the "E" in a colorful outdoor ceremony, April 15. Col. Griffin appears at the left in the photo. In the center is Ernest Zitzmann, oldest Machlett employee in point of service and at right is Raymond R. Machlett, president of the company.

one of the FIRST (left, center) recipients of the Maritime Commission's "M" pennant and Victory Fleet flag is Edwards & Co., Norwalk. Ceremonies were held April 16. In photo are, l. to r., Rep. Clare Boothe Luce, one of the principal speakers; R. S. Edwards, president of the company; C. W. Walsh, director of procurement, U. S. Maritime Commission; Howard Fuilwiler, T. S. Nolan, vice-president for sales promotion; Chris Miller, vice-president for manufacturing, and Thomas Slattery, postmaster, Norwalk.

PRESENTATION (left, bottom) of the Army-Navy "E" to The Safety

Car Heating and Lighting Company took place April 8 in New Haven. Holding the flag, l. to r., are: W. L. Conwell, president of the company; George F. Earle, employee representative; C. E. Smith, vice-president of the New Haven Road who acted as master of ceremonies and Lt. Col. F. A. Young, Springfield Ordnance District, who presented the flag.

CEREMONIES (on this page, top) marking the receiving of the "E" by The A. F. Holden Company, New Haven manufacturers of heat treating baths and pot furnaces, were held April 22. Both the New Haven and West Haven plants were given the award. Major R. W. Chutter of the Springfield Ordnance District presented the pennant and Lieut. John W. Power, USNR, presented pins which were accepted on behalf of employees by Alfred Alvino and Mary Donahue. Those in the photo are, l. to r.: Pvt. David C. Carney, Lieut, E. J. Dudley, Public Relations Department, War Department, Washington, D. C.; Lieut. A. K. Burt, Public Relations Department, U. S. Navy; Major Chutter, Hon. John R. Thim, attorney at law, who served as master of ceremonies; Artemas F. Holden, president of the company; Alfred Alvino and Mary Donahue, employee representatives, and Capt. G. K. Moriarty, Springfield Ordnance District.

ANSONIA MFG. CO. (second from top), Ansonia, now flies the "E" with two stars which attest the highly important contribution this concern is making to the war effort. Coincident with the observance of this newly acquired honor, three Navy veterans of Pearl Harbor, Midway, Coral Sea and Guadalcanal battles visited the plant and demonstrated the deadly 20 mm. anti-aircraft gun, equipment for which is daily turned out by Ansonia Mfg. The gun used for the demonstration was brought to the plant on a specially designed truck and the exhibition was arranged by the Navy's Incentive Division. L. to r., Chief Gunner's Mates Vories and Phelps; L. H. Jockmus, proprietor of Ansonia Manufacturing; Warrant Officer Shaffer.

SINGER MFG. COMPANY (third from top) is the latest to join the list of Bridgeport's many "E" recipients. The famous makers of sewing machines are now carrying out important assignments for the Ordnance Department. Photographed at the ceremonies,

(Continued on page 34)



MILLER COMPANY INSTALLS NOVEL BROADCASTING BULLETIN BOARD

WHEN MILLER COMPANY employees come to work they are greeted with a message on safety, scrap, war bonds or other timely subjects via the Broadcasting Bulletin Board, a new way for personalizing messages to workers. Latecomers are serenaded with the strains of "Oh, How I Hate to Get Up in the Morning".



BROADCASTING bulletin board, believed to be the first of its kind in the United States, has been put in operation at the plant of The Miller Company in Meriden, as an important link in the chain of practical ideas that are presenting themselves in war industry to further war effort. It is an innovation which seems to be especially desirable for medium-size plants not equipped with sound systems, and one which will greatly broaden the effectiveness of sound systems already installed in the larger plants.

The Board is 18 feet long by 8 feet high. It consists of a 10-foot center panel with a 4-foot panel on each side. The side panels are the Miller Honor Rolls, containing the names of Miller employees who have left to join America's armed forces or engage in staff work in connection with the war effort. At the bottom of one of these panels is a block reading, "DON'T LET THEM DOWN"; at the bottom of the other, "STRIVE TO HELP THEM".

The large center panel is for the display of posters pertaining to production, war on waste, avoidance of accidents, absenteeism, buying of War Bonds, etc. On one side of this center

panel is a 5-foot Miller elf—the little man that Miller uses as a sort of trade character. He holds at his mouth a loud speaker. Through this he broadcasts spot messages, news, music, thus adding a personality to vocalizing.

These Broadcasting Bulletin Boards are placed at both entrances to the Miller plant where workers on all shifts can see them as they come in and go out of the plant. Workers on the night shifts see the boards easily, because the center panel has a concealed lighting effect which floods the panel with an all-seeing illumination, highlights the Miller elf, and the Miller trade-mark "Since 1844".

When the workers come through the entrances to work in the morning, they are greeted with a cheery message, "Good Morning! Work Safely this Morning!" When they go out at noon, they are told, "War on Waste! Waste Helps the Axis!" and are given messages on the buying of War Bonds, etc. If they should be late-comers to work, the Miller elf greets them with, "Oh, How I hate to get up in the Morning!" At all times when workers are coming in or going out, announcements are broadcast. They are not broadcast while the workers are at work. Many of these announcements

are made by the workers themselves, through the mouth of the Miller elf: news of a bowling match, a soft-ball game, a factory outing, anything arranged by or of interest to the workers.

All broadcasting is directed from a central control room. But whatever is broadcast is made to seem more personal, more alive, by coming through the loudspeaker at the mouth of the Miller elf. In the control room is a phonograph system, covering a carefully-selected list of popular music, vocal and instrumental and a radio system gives news and musical programs. There is also a speaker system for the making of special announcements.

On pleasant days, workers will tend more and more to congregate in the factory yard before going in to work. Then the Miller elf will entertain them with radio news and music. This will be something they will look forward to—will tend to make them get to the plant earlier—will put them in good spirits when they go in to their work—will help to cure absenteeism.

The 3-way sound system—radio, phonograph, and personal broadcasting—is so simple that any worker in the plant can operate it. The fact that the workers can use it for the broadcasting of workers' leisure hour activities gives them a very definite interest in the Broadcasting Bulletin Board. This adds impressiveness to every poster which is displayed on the Board and adds impressiveness, too, to the Miller Honor Rolls, which are thus kept ever fresh and meaningful in the workers' minds.

The following list indicates the sources from which photographs, requiring credit lines, were gathered:

Cover—Mountain Laurel, Connecticut's State Flower. Photo by Josef Scaylea. Reproduced by permission of State Develop-

Page 4-Harold M. Lambert.

Page 5-Bachrach.

Page 8-Harold M. Lambert.

Page 12-George E. Meyers.

Page 14—(Machlett) Seaf Photo Service, Stamford; (Edwards) Paul Parker photo.

NEWS FORUM

MAJ. GEN. CLIFFORD L. COR-BIN, director, Quartermaster Corps, procurement, recently announced new plans to contact small firms which have been weakened in their peacetime production but which have facilities to take up war work.

There has been considerable complaint about the inability of many small plants to get contracts or subcontracts and many small firms have protested that they were being given the run around, it was said.

The new scheme is an attempt to simplify procedure and develop a proficiency which can be recorded for the small plants in dollars and cents. It was explained that if the new plan works out satisfactorily the methods may become standard.



"SOUTHERN NEW ENGLAND GOES TO WAR", a war production rally, was given recently at Bushnell Memorial, Hartford, by Pratt & Whitney Division, Niles-Bement-Pond Company. The program was the first in a series by large Hartford manufacturers designed to strengthen Connecticut's war contribution.

Speakers on the program included Governor Baldwin; Wythe Williams, war analyst, and Pres. Clayton R. Burt. Humorous acts were presented by Gene and Glenn, radio comedians.

Award of 85 service pins were made in denominations of 10 years to employees who have been with the organization from 10 to 50 years. Special recognition was given to Dean Belcher who received a 50-year pin and a gold watch. Other workers with the company more than 50 years who came in for special honors were Henry Stevenson, Nicholas Primbaum, Fred Schuster and Wilbur Larkum.



CHARLES E. VOLKHARDT, executive vice-president, Harvey Hubbell Company, Bridgeport, has gone to Washington as director of the Facilities Bureau, War Production. The board rules on essentiality or non-essentiality of construction projects or equipment projects which require high priority materials.



H. WHIBLING TOOL COM-PANY, formerly of New York, has located in Danbury. The company has taken over the George J. Hannan plant on Taylor St., a modern structure erected a few years ago.

In addition, the new concern has bought another factory building which will be moved piece by piece to Danbury and reconstructed as part of the Hannan factory. The company employs between 150 and 200 persons.



THE LABOR MANAGEMENT COMMITTEE at Bridgeport Brass Company, first to be formed in this country, recently celebrated its first anniversary at a dinner in the Algonquin Hotel. Understanding and explanation were listed as key factors in the excellent production record compiled by the company.

Col. Herman W. Steinkraus, president and general manager, told the diners, of whom there were 258, that the strength of the labor-management committee "lies in the fact that we are all Americans" and that "American labor and management are doing a job the Axis leaders never thought we could do."



A PLAN for staggering working hours in Bristol war industry was considered at a recent meeting of manufacturers at the Chamber of Commerce. George W. Hull, Secretary, Bristol War Transportation Committee, pointed out the Office of Defense Transportation has insisted that all cities with a population of over 10,000 adopt some plan for staggering factory hours as a means of overcoming transportation difficulties.



W. M. ANGLE, president, Stromberg-Carlson Company, in a talk radioed to overseas troops, told them that weekly conferences are being held to map out postwar jobs for service men when they return. The address was one in a series sponsored jointly by the National Association of Manufacturers and National Broadcasting Company.

Saving To Serve

By ingenious conversion of many items of packaging to Boxboard, it is estimated that a total of 226 Million pounds of tin, glass, cellophane and other materials have been saved for the war effort in one year since Pearl Harbor.

American Paperboard and Paper Box Manufacturers are all out for victory, and have been declared an ESSENTIAL industry by the War Production Board, the Selective Service Department and the War Manpower Commission. PARTOTITUTE OF PROPERTY OF THE PROPERTY OF THE



Recalling that after the last war it took from Armistice Day, 1918, to the fall of 1921 for his company to satisfy its customers' banked up demands for telephone equipment, Mr. Angle cited frequency modulation, television and electronics as new fields after the war which will create new job opportunities.

* * *

FREDERICK C. CRAWFORD, president, National Association of Manufacturers, speaking at a Pacific Coast regional meeting, said "the end of world aggression is rolling off the assembly lines of American industry."

The speaker pointed out that "this year our war industries will produce the staggering total of 80 billions of dollars of weapons, munitions and supplies for the United Nations" and that in 1943 "we will launch the equivalent in tonnage of all the merchant marine in the world."

* * *

THE NAM has made public 11 recommendations for improvements in the Patents System after more than 18 months of intensive study of suggestions of hundreds of manufacturers, inventors, scientists, patent lawyers and others.

The recommendations follow:

- Recording with the government of all agreements, including patent pool and cross licensing to enable the government to determine whether there are violations, and to remove suspicion often attached to legal and beneficial patent agreements.
- 2. Improvement of Patent Office administra-
- Limiting the duration of delayed patents which may control an art for an indefinite period, longer than the 17 years intended, because of delays after application has been made.
- 4. Re-assertion of age-old test of validity of patents (NAM opposes the "flash of genius" as a test—this point was raised by a recent Supreme Court opinion).
- Publication of patent applications to permit the public to submit pertinent evidence of prior invention.
- 6. Creation of a Single Court of Patent Appeals.
- Repeal of the statute which permits a losing party in an interference or other proceeding in the Patent Office to retry his case by an entirely new proceeding in a Federal Court.
- Amendment of the procedure by which the government takes private patent property for public use to permit suit against the government for just compensation.
- 9. Simplification of patent documents.
- 10. Elimination of disclaimers.

 Proof of the date of an invention made abroad to be ascertained by the filing of a patent application under the International Convention.

* * *

WILLIAM G. ENNIS, director, U. S. Employment Service, has announced that the problem of procuring an adequate labor supply continues to be a dominant factor in the industrial picture of the state.

Industrial activity in almost every area continues at peak levels, he said, with sporadic layoffs in some sections causing only brief unemployment as workers are immediately employed by other factories.

Mr. Ennis noted that the 48-hour week did not increase the labor supply appreciably, but pointed out that use of part-time labor is increasing, women are being used in place of men whereever possible, labor is being imported from the south, and the closing of schools for the summer will release both students and teachers for work in industry or on the farm.



AIRDRAULICS ENGINEERING INC., engaged in aircraft work and automotive research, has located in New Canaan, taking over a garage operated for years by Fairty Company on Burtis Ave. The company concentrates on high quality machine products.

E. Bird Kelly, Rye, N. Y., is president of the new concern; Gerhard Moller, New Canaan, vice president and engineer; Atty. William J. Buck-



FELLOW EMPLOYEES AND FRIENDS, in the number of 168, recently attended a testimonial dinner honoring Frank J. Coughlin on his promotion to purchasing agent, Pratt & Whitney, Division of Niles-Bement-Pond, West Hartford. Mr. Coughlin joined P & W immediately after completion of school and has been with the company 29 years. L. to R. Edmund W. Hayes, treasurer, Connecticut Envelope & Paper Co.; Frank O. Hoagland, P & W master mechanic; Joseph F. Dillon, P & W production engineer; John M. Rusnak, P & W assistant chief engineer; Mr. Coughlin; Richard F. V. Stanton, manager of P & W contract division; Edward M. Flannery, secretary, Bush Mfg. Co.

ley, Bridgeport, secretary and treasurer; and Stephen Smilansky, New Canaan, general manager.

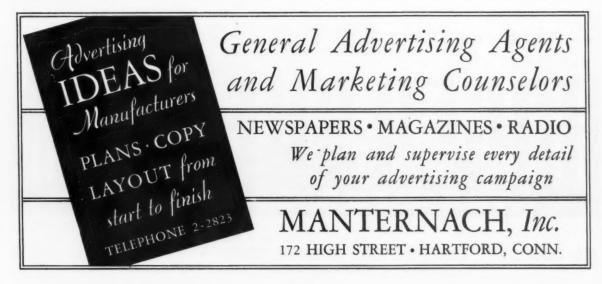


EDWARD G. BUCKLAND, board chairman, New Haven Railroad, pointed to the operation of railroads in the present war, under private management, as an example of how they should be managed and to the operation of the same roads in the first World War, under government management, as an illustration of how they should not be operated, in an address before the Kiwanis Club at Hartford recently.

"I offer these experiences in the two world wars," he declared, "as a basis for advocating similar treatment, not only of other utilities, but of private manufacturing enterprises in any future emergency and indeed in normal peace times."



EDWARD N. ALLEN, president, Sage-Allen & Co., has been elected a Connecticut director of New England Council, according to announcement by Willard B. Rogers, chairman of the Connecticut Division of the Council.



WE HAVE TRAINED 50 YEARS TO DO OUR PART TODAY

★ Since long before Pearl Harbor, while New England and the country have strained to prepare for the inevitable day of war, the entire Roger Sherman organization has worked at high speed to help obliterate bottle necks; to help in the construction of army and navy bases, new industrial buildings, and public utilities.

advantage of the customer. One small unit in a huge national army of war workers; but a perfectly trained unit that assures the best possible execution of the job at hand.

Whether that job is hauling heavy machinery or materials on trucks or trailers, whether it is

Working at top speed, much of the time on double shift, and many times around the clock, all hands,—operators, service men and foremen,—have proved that their training was well-grounded. And just as important to the success of their endeavors are the long-established traditions and proven methods developed by the Roger Sherman Transfer Company during 50 years of service to industry.

Whether that job is hauling heavy machinery or materials on trucks or trailers, whether it is rigging, steel erection or crane rental, the Roger Sherman crews can be depended upon to carry out their assignments safely and with dispatch. All equipment is carefully maintained,—all operations are insured from start to finish.

Employees of the Roger Sherman Company work

together as a single, dependable, hard hitting

unit, with all departments cooperating to the

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WILLIAM A. IRWIN, chairman, War Production Fund to Conserve Manpower; and Governor Baldwin, recently addressed the safety mobilization conference and dinner at Hartford Club.

Justice Arthur F. Ells, chairman, Connecticut Highway Safety Commission, presided during the program at which Governor Baldwin received a plaque from Ned H. Dearborn, managing director, National Safety Council, representing first place award for the Eastern Division in the 1942 National Safety Council Contest.



APPOINTMENT of W. F. Honer, assistant secretary, Fuller Brush Company, to the dry mop manufacturing advisory committee of the War Production Board has been announced by Connecticut Field Office of the Office of War Information.

JOHN D. GARRETT has been named chief of the electrical equipment section of the machinery and equipment division, Office of Exports, Board of Economic Warfare. He was formerly export manager for Arrow-Hart & Hegeman Electric Co., Hartford.

* * *

AMERICAN HARDWARE CORP., New Britain, has elected five new directors, a vice-president and a comptroller.

The new vice-president is Royal M. Bassett, general manager, Corbin Cabinet Lock division, and the new comptroller is Elmer G. E. Johnson, who formerly was acting comptroller.

The new directors are Richard L. White, president, Landers, Frary & Clark, New Britain; Mortimer H. Camp, attorney; Noah Lucas, president, Savings Bank of New Britain; Joseph O. Andrews, vice-president, in charge of purchasing, and Harry I.

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THIS CHART gives an up-to-date picture of air raid signals currently in effect. Note the 10 second "All Clear" blast. Additional copies of this chart may be obtained from the Connecticut War Council, State Armory, Hartford.

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HARTFORD, CONNECTICUT TELEPHONE 7-8129 Lewis, vice-president and general manager of Corbin Screw division.

* * *

DEXTER D. COFFIN, president, C. H. Dexter & Sons, Inc., of Windsor Locks, is a member of the National Association of Manufacturers' committee on patents whose 11 recommendations for improvement in the patent system have been made public (see page 18).

WILLARD B. ROGERS, chairman, speaking for the Connecticut Development Commission, has charged that the

unfavorable report on a Boston-Hartford-Cleveland air route was predicated upon one of those "remote control" investigations by a Civil Aeronautics Board examiner.



J. B. WILLIAMS CO., Glastonbury, is sponsoring a thriller detective-radio program Wednesdays with a half-hour presentation on "Adventures of Nero Wolfe" over five basic stations of the New England Regional Network. The company is advertising its "Glider" brushless shaving cream.



BIGELOW SANFORD Carpet Company, in co-operation with certain shoe manufacturers, has developed a synthetic outer sole for shoes that is expected to give 50 percent more wear than sole leather, according to Elliott I. Peterson, superintendent of the Thompsonville plant.

The product is believed to be made of tightly woven cotton treated under pressure with synthetic resin to increase resistance to heat, moisture and abrasion. The new sole is expected to become a permanent factor in the shoe

industry.

PECK, STOWE AND WILCOX, Southington, through its employees' paper, "Pexto News", has announced that 21 percent of its workers are women. The number of women in the plant, exclusive of the office staff, has increased 400 percent in the last six or seven months.



WHITNEY CHAIN, Hartford, has scheduled the production of Bendix aircraft engine starters says a release by Winthrop H. Whitney, president. The contract with the Philadelphia division of Bendix calls for accelerated production with peak production to be reached in September.



THE FIVE New England Branches of the American Electroplaters' Society, New Haven, Bridgeport, Hartford, Waterbury and Springfield, recently held their annual technical conference at Hartford to discuss wartime developments in plating and finishing.

Arthur Zavarella of the Springfield Armory discussed the latest demands



FOR PLANT BULLETIN BOARDS, copies of this colorful poster, promoting vacations in Connecticut, may be had by addressing the State Development Commission, Hartford. The Commission also has available a most helpful travel guide that tells how to reach each community in the state.

on ordnance finishing as a result of experience in the tropics. Absence of glare as well as corrosion protection are necessary. Present specifications may have to be made more severe. The need for cadmium to protect parachute harnesses instead of zinc was emphasized because of the danger of zinc salts of rotting the parachute fabric. Anodizing of high copper-high sili-

Anodizing of high copper-high silicon aluminum alloys was dealt with by Mr. Thomas of Pratt and Whitney Aircraft. These alloys are difficult to treat to obtain satisfactory coatings.

How thousands of man-hours have been saved by new de-burring methods was described by Richard Crane of Lea Mfg. Co., Waterbury and J. H. Donahue of Abbott Ball Co., Hartford. New abrasives for wheels and new barrel burring methods have permitted the de-burring of gun parts in a fraction of the time formerly needed by filing methods.

Methods for blacking stainless steel, and black chronium plating were outlined by Derick S. Hartshorn, Jr., The Enthone Co., New Haven. Black chromium first started in Europe and is being used where the black finish must withstand high temperatures.

Thousands of dollars on tool life are being saved, according to Henry Mahlstedt of United Chromium, Inc., by hard chromium plating. Different base steels require different pre-treatments for the best chromium deposit and these treatments were described.

Other subjects discussed were: organic finishing, phosphate treatments, zinc and cadmium plating, Army specifications, lead plating, and heavy silver plating of bearings.

Dr. Walter R. Meyer, The Enthone Co., New Haven, and Clarence C. Helmle, General Electric Co., Bridgeport were co-chairmen.

* * *

A NEW BRITAIN regional office has been opened by the Internal Revenue Department in the New Beloin Building at Main and West Sts., and is in charge of Martin Kilduff of Ansonia.

ARTHUR M. LOUNGWAY of Endwell, New York, has recently been named production manager of the machine tool and gauge division of Fuller Brush Company. Mr. Loungway brings to this branch of the company a rich and varied experience in the production fold.

During the first World War, he was Methods Engineer of Slocum, Avran & Slocum of New York City and Newark, New Jersey. In 1919, he was assistant to the vice-president in charge of manufacturing of the New Process Gear Company, Syracuse, New York, this company being a subsidiary of the Willys Corporation. Later he was manager of the Fast Feed Drill & Tool Co. and Toledo Tap & Die Co. and also in charge of sales; plant engineer for Northeast Electric Company; and later became efficiency engineer of United



A. M. LOUNGWAY

States Hoffman Machinery Company, Syracuse, New York.

Mr. Loungway has developed a number of patented cutting tools, consisting of the combination drilling reamer and the Skelton line of cutting tools. He was one of the pioneers in introducing and promoting tungsten carbide tools in 1929. In 1934, he promoted and organized the Canistota Manufacturing Company, then engaged in chrome plating automobile

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Hewitt, "specialists in rubber," accepted the assignment...went to work with Plocar engineers, "specialists in production."

"Results," states Thomas Robins, Jr., President of the Hewitt Rubber Corporation, "have been exceedingly satisfactory. What seemed the impossible has been accomplished. Production kinks were straightened out, existing equipment and space utilized more efficiently; the cost and delay of new buildings was avoided. Output reached a level nearly double our best previous record and is still on the upgrade."

Full cooperation-plant engineers with the Plocar staff-contributed in a large measure to this achievement...Similar Plocar assistance is available to plants faced with production problems. Write,

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grilles, later becoming associated with the International Business Machines Company at Endicott, New York, in the capacity of Designing Engineer.

In March 1943 he was appointed to his present position in Fuller Brush machine tool and gauge division, which is taking an ever-increasing part in the production of war goods.

BRISTOL AIRPORT, a private flying field, has been purchased from Bristol Airport Corp., by Leo Cutler, Bristol real estate broker, and two New York associates who have formed the Bristol Flying Field Corp. The property is said to be valued at more than \$100,000.

STEWART COMPANY, specialists in the production of surface plates and in contract rebuilding of machinery, has just moved from their former headquarters at 967 Farmington Ave., to larger quarters at 516 Asylum Avenue, Hartford.

EVERY NEW ENGLAND manufacturer using steel, copper and aluminum-which means virtually every war industry in the region-will change over July 1 to a new plan of materials use and control on whose successful operation depends the winning of the war.

Stating that large sectors of New England industry are still unfamiliar with the ABC's of the Plan, Walter H. Wheeler, Jr., regional WPB director, declared that unless these firms familiarize themselves with CMP they "will risk dangerous materials shortages, jeopardize their production and employment, and run into all kinds of trouble." He urged newspaper and trade officials to spread far and wide the word of "getting set for CMP". Service clinics in Connecticut were held as follows: Bridgeport, June 1; Waterbury, June 2; Hartford, June 3 and New Haven, June 15.

In remarks preceding a presentation of the Plan, Mr. Wheeler said:

"Upon having the right things at the right places at the right times depends the winning of the war.

"The Controlled Materials Plan operates the national budget of materials. It actually balances the supply of steel, copper and aluminum with the national demand. Our total supply, which is accurately known, is to be allocated to meet our nation's essen-



tial needs on both the war and the home fronts.

"Balancing the national materials budget is as big a job as it sounds and therefore it requires the cooperation of everyone—the ordinary citizen, the customer of the war plant, the primary manufacturer, his suppliers and so on down the line back to the men who work in the mines.

"The Requirements Committee of the War Production Board operates the budget. The Army, the Navy, the Maritime Commission and the other so-called 'Claimant Agencies,' including the Office of Civilian Requirements, determine bow many of what products are going to be needed, and they project a program of their minimum needs as far into the future as they can see.

"Into these products go steel, copper and aluminum. The agencies contract with certain manufacturers for the products and they ask each manufacturer to state exactly how much of the several controlled materials are going to be needed for the manufacture of those products.

"Tonnage and specification of controlled materials are figured in the shapes that those materials take when they come from the mills—the steel rolling mill, the brass mill, or in other words, the mills or factories which turn out these materials in their common raw shapes.

"When the Requirements Committee has reconciled the demand of the several 'Claimant Agencies' with the supply which the War Production Board knows is going to be available, the 'Claimant Agencies' are then authorized to place their orders for finished products to the amount that the supply of controlled materials will satisfy. At the same time the War Production Board directs the steel mills and other producers of controlled materials to produce so much of each size and shape as is required.

"CMP is an ambitious program. If it fails, the war can be lost. And the plan can fail unless manufacturers, their customers and suppliers resolve to make it work."

RECRUITING WAR WORKERS

(Continued from page 10)

and through the Employment Offices of the various manufacturing concerns.

The President of the Women's Club and various other leaders in church and social life have gone to work on war jobs with hundreds of others.

Meetings were arranged with the employment and personnel people so that the whole problem could be discussed and any suggestions that developed put to use.

The campaign has not attempted to be clever but to tell people in a simple forceful way the very real need for their help.

It has provided a background of informative material that has helped them to make their decisions and get into a frame of mind to take a personal part in war work for the duration.

One of the suggestions of the War Manpower Commission has been that each local problem is different and that it could best be solved by the initiative and work of local people. Meriden and Wallingford have gone ahead on this idea without waiting to see how others were going to do the job.

The campaign in Meriden and Wallingford has been a comparatively small one but it has been stepped up as necessary. The expectation is that it will be kept up steadily with increasing intensity. The real job of getting workers will come in 1943.

While the advertising has been convincing, the results of the campaign have been due to thorough all-around cooperation between the U.S.E.S., the Manufacturers' Association and the employment personnel of 'the different factories.



The hollow screws that hold our fighting planes together are only as good as their threads. In landing gear, wing and fusilage assembly—in propellers, radio and navigation instruments, Allen precision threading is recognized as a guarantee of superior holding power.

Allen-perfected lead screw threading machines and the new, fully automatic "duoprocess" ensure smooth, accurate threads positively maintained within high Class 3 tolerance limits. As Allen screws are driven home with the snug-fitting, internally engaging hexagonal keys, threads mesh with those of the tapped hole all along the line. Thus with every turn, friction—wbich is bolding power—is tremendously increased.

Properly seated, Allen Hollow Screws offer the utmost resistance to shock and vibration.

Order only through your local Allen Distributor—the man who gets you the goods to the LIMIT of the supply!

THE ALLEN MFG. COMPANY HARTFORD, CONNECTICUT, U.S.A.

MANUFACTURERS INDEX TO SYNTHETIC RUBBERS

ROBERT F. LYBECK, Automotive and Aeronautical Sales Manager of the Colonial Beacon Oil Company recently reported on the new synthetic rubbers to one of the New England Chapters of Tool Engineers. Following are highlights of his talk, presented briefly and non-technically.

- 1. Natural Rubber—first observed by Columbus on his second trip to the Americas 450 years ago. Charles Goodyear discovered vulcanization in 1840 but only 11,000 tons were used by 1910. 1,200,000 tons of natural rubber were used in 1941 with 78% going into tires and tubes.
- 2. Alternate natural crude rubbers—actual or potential supply of alternate crude rubbers from guayule, cryptostegia, milk weed, the Russian

Dandelion or the pine cone from Maine could not exceed 5,000 to 10,000 tons in late 1944, with South American natural crude rubber limited to 35,000 tons in 1943 and 74,000 tons of new crude imports in 1944. Less than 1,000 tons of guayule rubber to be produced in 1943.

- 3. Buna Rubber-Announced by Germany in 1926. Improved American product now known as Buna S, a polymer of Butadiene and Styrene. Baruch Committee recommended 845,-000 tons. Jeffer's report proposes 705,-000 tons annually, with 435,000 tons under directive with a prospect of securing 241,000 tons in 1943. 68% of this quantity will be from petroleum and 32% from alcohol. Anticipated present cost 30 cents per pound with a possible future low of 20 cents per pound. QUALITY-during the past year Buna S was regarded inferior to natural rubber for average use. It is now regarded 15% to 30% better.
- 4. Neoprene "First Successful American Synthetic Rubber"—Created by Father Niewland at Notre Dame University in 1930 and developed by the duPont Company. Chemically known as a chloroprene, made by a complex high pressure process involving vital war materials; acetylene, calcium carbide, and chlorine. COST—approximately 65 cents per pound. QUALITY—high for difficult applications such as heavy duty truck tires either by itself or with Buna S. QUANTITY—Baruch report recommends 69,000 tons per year. Reduced by Mr. Jeffers to 49,000 tons.
- 5. Thiokol—a rubberlike chemical substitute known as an organic polysulphide polymer. This is easily made from non-vital materials (this material has an offensive odor and should not be used in confined spaces where this would be objectionable). Original Thiokol N program of 60,000 tons has now been reduced to 24,900 tons.
- 6. Butyl—an American chemical rubber prodigy, a polymer of isobu-

tylene and butadiene which are petroleum derivatives, created less than five years ago. This is made in a continuous process system with one of the final reactions at -155°F. COST is at present 20 cents per pound with an anticipated 10 cents per pound. This rubber is particularly good for inner tubes of tires as its air loss on a standard test is only 2 lbs. in comparison to 45 pounds for natural rubber, and its oxidation rate is only 1/40th of natural rubber. Industry will find many similar applications during the post-war period. Plant capacity of 64,000 tons has just been cancelled.

- 7. Flexon—a victory rubber created July 4th, 1942. It is easy to process as long as one can maintain a temperature of -80°F. Every ton of Flexon requires four tons of dry ice for its manufacture. COST—approximately 50 cents per pound. It may supplement the above synthetic rubbers.
- 8. Methyl—made in Germany during first World War from potato starch and is not now regarded as a successful type.
- 9. Buna N (Perlrinan) now being made in substantial volume by several American manufacturers, is a polymer of butadiene and acrylonitrile. It is employed in specialty use because of high resistance to oil. Is not included in the government rubber program.

1943 will be a critical year in rubber requiring an estimated total of 612,000 tons and our January 1st, 1943 stockpile was only 440,000 tons, leaving the balance to be supplied by synthetic rubbers. If the synthetic rubber industry is complete in compliance with the Baruch report there should be more than 850,000 tons per year which would be 25% more synthetic rubber than the rubber industry can at present fabricate into finished products.

Mr. Jeffers No. 3 Progress Report (dated May 17-'43) promises 12 million new passenger car tires for essential civilian use in 1943. 7 million are now on hand (Pre-war tires) and 5,000,000 will be fabricated in 1943. 1944 will require a minimum of 30,000,000 and these will be available—due to synthetic rubber.

There is enough scrap-rubber now available to carry into the middle of 1945.



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A PLEA FOR POST-WAR EMPLOYMENT

(Continued from page 5)

Should government subsibize veterans so that they may get their training for civil life? Yes—and why not? Government trains and pays men to learn to kill. How much better to pay them to learn to live and to produce for our general welfare! Where would these men be trained? Where are men being trained now? In every conceivable war time trade—these training centers could easily be converted to peace time pursuits.

No Politics Here

Costs a lot of money you say? Has anybody so far squawked about the cost of the war? Has anyone objected to a small subsidy to either a key manufacturer or an embryonic officer? All this plan needs is a readjustment of thought so that we can maintain the "eye on the goal" type of thinking that persists in wartime, and which lapses into selfish indifference and pinching pennies in peace time.

This is no political program. There is no place in it for professional politicians who have their eyes on higher rungs of the ladder. This is a program for trained technicians and professional people, just the same as running the Army and providing it with trained personnel and finished material is no job for politicians.

How Plan Would Work

How would it work? Well, let's take Bill Jones. They took him into the

army after he had finished his third year in High School. Bill was taking the commercial course, hoping some day to work in a bank or insurance company. He played on the football team at school, and when he got in the army certain qualities of leadership developed. He got to be a corporal and finally went to Officers' Candidate School. Perhaps when the war ends he will be a sure enough captain with a good record.

Should Bill go back to High School? He's only 22 now, but he has the maturity of a man of 30. He has been through things, and has assumed responsibility. Should he be a bank teller, or an insurance clerk, working 40 hours a week at \$40 and with no responsibility for people?

Taking up the thread of our hypothetical organization: Bill is once again processed before being returned to civilian life. When the results come in Bill finds he has an I.Q. and a personality that warrants aspiration to a much higher level of society than to which he had aspired. He is given his choice. He can go through medical school; he can go to a school of political economy and civil administration. Bill chooses to be a doctor because, as he says, at the interview when the facts are presented, "That's what I always wanted to be-a surgeon, but I knew I could never make it because I never had enough money.'

The government pays Bill's tuition, and his room and board—and pays him a salary. Experiment? It has worked out well in at least one country. Bill will contribute eventually more than he got.

Take another case, also hypothetical: That of Trumbull J. Hooker who was drafted from his second year in Yale Law School, entered the army, sure that in a matter of weeks he would be a Major at least, but who finished the war as a buck private in the tank repair division. He would have been a sergeant at least if he had shown as much interest in his fellows as in the transmission of tanks.

The interviewers tell him kindly, "You don't want to be a lawyer. Your people want you to be one—but you know a whole lot more about gears and such stuff than you do about people." Then they point out that Litchfield County, where he would expect to resume life, is already overstaffed with good lawyers. "But there is a crying need for men who have a feeling for machines—now we'll put you through school and find a place for you."

On a slightly lower employment level, we find the ordinary guy who has been driving a truck when he should be selling shoes, or real estate; the machinist who should go to a good plumber and get an apprenticeship; the tough, rough, embryonic fireman on the railroad, who is told that his aptitudes are along mathematical lines, and why doesn't he take this special High School course to prepare him to be an expert accountant? These problems can be, and should be, met.

Turning the wheels of Selective Service into reverse should be done the minute we have an army as large as we need, and long before peace is a prosaic, hackneyed fact. This reversal needs to be done in advance for the

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same reason that it is important to seed your lawn with a good grade of grass seed before the weeds get strong. Unless, through a combination of government and those pariahs who are now being suffered to operate making war goods (the "industrialists"), there is a definite plan to greet the American soldier, he will have a good reason for turning with anger against both.

The lack of a definite plan here at home, the lack of a definitely planned reception of our soldiers, will mean the sprouting of "isms" and crackpot

"causes" that may plague America and Americans for at least a generation.

I remember very well my own discomfiture, disappointment, when more than 4 years ago I wrote to a high government official, now a Presidential advisor, in an attempt to suggest that the unemployed should be given specific training rather than allowed to drift on W.P.A. We had a shortage of skilled hands even in the '30's but, even so, in reply I got a curt and evasive reply from his secretary. It seems this great social thinker wasn't interested.

However, we went ahead and the original "Connecticut Plan" for training machine workers was at the disposal of Federal authorities more than a year before Washington saw the need. This training program was set up and operating long before this government got into the war, thank God! When the war started, the program was already turning out 1500 qualified beginners for industrial jobs every 5 weeks (over 45,000 today in Connecticut). As these workers were trained, our eyes were on the rest of the country where many people raked leaves and complained of what the country should be doing for them. We were then training people to do something for the country. There was no highpaid staff. The work was being done by volunteers, with a total cost to the state of less than \$1,000 in two years. years.

In our plans for the future (now that men's mind's are absorbed with war) there must be a few who are concerned with peace and the reconstruction. I do not disagree with Mr. Wallace and the need for milk for the children of all the world. But I do insist that, here at home, we must get our house ready for the homecoming: The program should include no apples to sell, no leaves to rake, no \$150,000 fly casting pools to build, all eked out expensively at the high cost of another W.P.A.

Are we ready for this homecoming? Are we making our homeland a place where our boys can pick up the thread of their ambitions, their dreams, to prove that America not only offers a promise but a fulfillment of that promise?

The Framework of the Plan

Reduced to the barest details the post-war manpower rehabilitation plan for returning service men may be broken down into seven sections, or groupings, as follows:

- 1. All men returning home who have their previous jobs back and wish to return to those jobs would be released from the Armed Services. Those who believe they would prefer to get into other work or if they did not have jobs, would stay in the Army.
- 2. The Army then, in cooperation with existing agencies and personnel, should start making a complete analysis of its men.
- 3. A corps of trained experts would be assigned to each camp to begin the work of interviewing, checking records and analyzing-testing each man. This cannot be any cursory interview. It may take hours or days of study. The experts would be made up of experienced men and women trained in their respective fields, knowledge of skills required in each of the many industries. For example in guidance and knowledge-vocational education-occupational therapy, personnel administration, psychology, psychiatry. Tests would be given each man, and the combined judgment would be filed. These people must have a knowledge of the skills required for industry, business, agriculture and the many occupational fields.

(While mistakes can be made and it is true that misfits have been put in many of the wrong places while going into the armed services and particularly in some of the WPB jobs, nevertheless this job can be done a lot better if we really get people to do this work who know their business)

However, as a check against the IQ tests and the interviews and the decision to guide a person into certain occupations, if this corps of interview experts make mistakes it may be checked by the next step which is the Vestibule Schools.

4. Vestibule Schools would be set up on a Regional basis. While the man is still in the army and under army supervision he is transferred to the Regional Vestibule School. His army pay continues and he has barracks at these schools—or approved places by the army where he lives.

At the Regional Vestibule School he has an opportunity to try out one or several of the occupations which he has chosen or been advised by the guidance experts to try. These courses are perhaps not over 6 week courses. He may decide or his instructors may decide in this short term course that he is a misfit for that particular work and he tries perhaps another 6 weeks course in the Regional School where he

finds he is enthusiastic about the work. Also he is closely watched and rated by his instructors and if they approve he carries on. (For example, in our 200 hour mechanical job training started under the Connecticut Plan, we found in a few days whether or not a man had any mechanical ability. This was because our instructors were men from industry and knew their job. They could spot a misfit in short order. Not all vocations are as easy. However, if we succeed in steering 75% of our men in the right direction the plan will have been worth while.)

5. Once the man has been graduated from the Vestibule School and passed by his instructors he then goes to a special school. He can be gradu-

ated ahead of time, and, with the approval of his commanding officer and the instructors, sent to the special school which gives him a basic training in the occupation he has chosen. His expenses and traveling expenses are to be paid just as if he were to be shifted from one post to another in the Army. The length of the course at the special school of training may take anywhere from 6 months to 2 years depending on the type of occupation.

If a man had been just examined by the guidance experts and found to have the ability and background, he might not go to a Vestibule School but directly to, for example, a technical college where he is given two or more years professional training. He would have had to be found extremely able to make this jump, just as the man who thinks he is able will have to be persuaded to go to a vestibule and thence to a special school that would give a training in skills that does not call for college grad 'ability.

6. From the special school of training the graduate would then be ready as a beginner in whatever occupation he had chosen. When the man is placed upon graduation from the special school of training he is then released from the Army.

7. A record and follow up would be made of each man so that any elements found lacking in his basic training courses could be changed to correct any future errors.

TRANSPORTATION

By N. W. FORD, Traffic Manager

A.T.A. PETITIONS I.C.C. CON-CERNING INCREASED RAIL RATES:-The American Trucking Associations, Inc., petitioned the Interstate Commerce Commission for reconsideration and modification of its order of April 6, 1943 in Ex Parte 148, to the extent that it permit the present increased rail freight rates and charges authorized in Ex Parte 148 to remain in effect on merchandise freight traffic, that is freight traffic not moving at carload rates or carload minimum weights. Motor carriers, the petition stated, were the principal carriers of merchandise traffic, constituting over 85 per cent of all traffic handled by them. The petition contended that unless such traffic could be handled at compensatory rates, the service by motor carriers would of necessity largely disappear. The rail carriers made no move to support the petition of the motor carriers.

The American Trucking Associations' petition along with others designed to accomplish the same purpose, was denied by the Commission on May 3.

On and after May 15, the rates of truck carriers will be substantially higher than the rail rates, under the Commission's decision of April 6 in Ex Parte 148. The common carrier truck lines increased their rates proportionately in March, 1942 when the

rail carriers were authorized increases of six and three per cent in their rates in Ex Parte 148.



O.D.T. URGES MINIMUM VA-CATION TRAVEL:-Strictly nonessential civilian travel on trains and intercity buses must be eliminated, it was recently stated by O.D.T. Director Eastman. All requests for authority to operate additional summer services involving the use of Pullman and sleeping car equipment will be denied. He again requested that annual vacations be spaced throughout the year and that they begin and end on Tuesday, Wednesday or Thursday when travel is lighter. Strictly non-essential travel is defined as trips taken to visit friends in other cities, trips back home for the week-end, trips of a sightseeing nature and other trips taken merely for pleasure or social purposes.



MAINE RECIPROCATES ON MOTOR TRUCK TAX:—The following amendment dealing with interstate trucking has been passed by the Maine Legislature to become effective about July 1, 1943:

"No motor truck or trailer having a rated carrying capacity of more than one and one-half tons, traveling in this state only in interstate commerce, and owned in a state wherein an excise or property tax shall have been paid on said vehicle, and which grants to Maine owned trucks and trailers the exemption herein contained shall be subject to this excise."



NEW HAMPSHIRE EXTENDS RECIPROCITY TO STATES GRANTING SIMILAR TREAT-MENT:—Under a bill recently given final approval by the New Hampshire State Legislature, trucks and buses from another state will be permitted to use New Hampshire highways without paying registration fees in that state if they come from states granting similar free passage to New Hampshire vehicles.

Although such legislation had been urged by truck operators in New Hampshire for years, until this session it had been successfully opposed on the ground that passage of the bill would result in a revenue loss to the state of some \$200,000 a year.



HEARINGS IN DOCKETS MC-C 150 AND MC-C 200:—It is understood that the Interstate Commerce Commission is arranging to hold hearings in Dockets MC-C 150, concerning the motor freight classification, and MC-C 200, which involves the motor carrier class rate investigation. Both of these cases have been on the

Commission's docket for something over two years but it was generally understood that the Commission intended to defer hearings in these proceedings until after Dockets 28300, the railroad class rate investigation, and 28310, consolidated freight classification, were well underway.



OPERATION OF OVERHEAD MERCHANDISE CARS:-In cooperation with the Office of Defense Transportation, a plan has been worked out whereby shippers located at a number of the principal points in New England will receive the benefit of through merchandise cars to principal receiving points in the middle west. The purpose of the plan is to eliminate the congestion and delays that have occurred at intermediate transfer points. As studies have shown that there are still about two loaded cars received in New England for every outbound loaded car, the arrangement will not interfere with the car conservation program but will foster this effort as loaded cars move more rapidly than empty ones.

The initial experiment will start with Hartford, Connecticut and arrangements have been completed and the necessary orders issued to assure the inauguration of the plan on May 12. Other Connecticut cities that are being considered by the Office of Defense Transportation include Bridgeport, Waterbury and New Haven.



NEW ENGLAND GOVERNORS APPOINT COMMITTEE TO STUDY FREIGHT RATES:— Following the issuance of the report filed by the Board of Investigation and

Research appointed by the President, numerous bills were introduced in Congress on behalf of the southern members proposing to amend the Interstate Commerce Act with a view to the establishment and maintenance of a uniform classification of freight and a uniform scale of class rates to govern the transportation of property by railroad.

Becoming somewhat alarmed at the increased interest in this subject manifested by political groups in the south, the New England governors decided to appoint a committee to study the situation and recommend a course of action that might be pursued to protect northern industry from any unfair encroachments.

The committee, which includes Messers. Benjamin M. McLyman of Rhode Island, David H. Howie of Massachusetts, Heber E. England of Vermont, Claude H. Swain of New Hampshire, Edward E. Chase of Maine and Norris W. Ford of Connecticut, recommended to the governors that they should intervene in Docket No. 28300, Class Rate Investigation, and file a brief and taking such other action as might be deemed appropriate as the case proceeds. Unless an extension of time is granted, briefs are due on June 30.

PARTITIONING COMMERCE WILL RETARD TRADE

(Continued from page 9)

development of world-wide trade and commerce in which all nations will be able to share in proportion to their natural resources, their productive capacities, and their modernization aptitudes. The thing for us to remember is that the post-war era cannot successfully accommodate itself to the size of the world-trade opportunity if at the same time it has to deal with limiting factors imposed by a partitioning of commerce which persists in denying the creation of a world-market. It is world-trade that offers broadened scope for free enterprise. It is the false concept of foreign trade that implies barriers to commerce, barriers already threatened in the kind of jockeying for post-war advantage that would determine the control of commerce on a basis of virtually non-competitive channels of distribution. There cannot be freedom to produce unless there is freedom to distribute.

There will not be a fluid world-market if there is a division of trade that allocates commerce along lines which compel a distinction between domestic and foreign markets. We cannot hope to see the products of free enterprise attract new millions of users if those millions are themselves barred from participation in free enterprise. This is a matter that has no direct bearing upon tariff laws and customs regulations, though it is certain that the world-market viewpoint will lead to changes in any country's tariffs and customs, long the means whereby each country has sought to make up for differences between its own and others' currency exchange levels as these affect buying power. That is another subject altogether. What we must first see is that full equality of opportunity must be allowed everyone, everywhere, in respect to distributing as well as producing for whatever share of the worldmarket their capabilities can serve. Free enterprise must apply to commerce or it cannot apply to trade.



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PERSONNEL SQUIBS

MRS. CHASE GOING WOOD-HOUSE, former Secretary of State, is now connected with the War Manpower Commission as consultant for the National Roster of Scientific and Specialized Personnel. Her particular duties center around the establishment of War Job Information Centers in certain areas as one means of recruiting trained women for the National Roster and other war effort agencies.

These War Job Information Centers are to provide a readily available source of information and assistance for women who have not had trained work experience; or who have retired and married; or who are not prepared in an orthodox way for specific, wellknown jobs; or who have a good education but no specific skill or work experience; or who are not certain where their abilities and skills could be put to the best use of the war effort; or who need direction toward training or refresher courses; or who need help on child care or other personal problems, which must be adjusted before they are free to take any work.

In brief, this center serves the woman who is not normally in the labor market, does not know her way in the job-hunting world, but who could be a useful worker if properly trained and placed. All work at the center is done in cooperation with existing government and private agencies working in the field of recruiting, placing and training women and with child day-care and school-age programs.

The function of the center is to recruit, inform and refer women to suitable war work. It complements, but does not duplicate any existing agency.

In New Haven under the sponsorship of the Consumers' League, a War Job Information Center has been set up in Shartenberg's Department Store. This center is staffed by volunteers, who offer their services for a specified number of hours each day. These volunteers have been selected as far as possible from women who have had some personnel experience. They received a brief course of training in interviewing at the U.S.E.S., especially in the use of the self-registration forms and in the methods of working with the U.S.E.S.

The center in New Haven is working mainly with five classes of women, who are:

a) Those who, motivated by strong patriotic motives, are coming in to the center for advice, and who have great home responsibilities. The personnel of the center is urging these women to stay just where they are—at home.

b) Those ready and available for Civil Service positions who will be referred direct to a designated Civil Service representative in the Community.

c) Those who are ready for work in industry or mercantile establishments. They will fill out a self-registration card which will be sent to the U.S.E.S. to a designated person and then called by the U.S.E.S. for an interview at a specified time when there are orders which call for women of their qualifications.

d) Those who need pre-employment training who will be referred to the proper training agency.

e) Women of professional training and experience in designated

fields will be given cards for registration with the National Roster of Scientific and Specialized Personnel in addition to referral to Civil Service or U.S.E.S., or without such referral.

Mrs. Woodhouse points out very specifically that the work of any of the centers complements but does not duplicate any existing agency.

There has been a similar center operating in Philadelphia under the sponsorship of the Association of American University Women which has proved very successful. The center in this instance is located in the clubhouse of the A. A. U. W.

Mrs. Woodhouse is very optimistic about the opening of a new War Job Information Center in the Hartford area under the sponsorship of a local woman's organization.



THE CONNECTICUT STATE Teachers Association, Lyndon U. Pratt, secretary, has initiated a program, in collaboration with the U.S.E.S., whereby qualified teachers may volunteer for



ARMY HAS ITS WAACS, Navy has it WAVES—Baltimore Transit Company has its MOTOR WOMEN. Above is first group of over forty Motorwomen and Conductorettes, which Baltimore Transit Company is using to solve the manpower problem. Raymond Tompkins, director of Information and Service for Baltimore Transit Company states these women are enjoying themselves immensely, and are doing excellent work. The picture was secured through courtesy of "Baltimore", a publication of Baltimore Chamber of Commerce.

essential war work during the summer

vacation period.

On April 21st, an advisory council was established, including representatives from the Connecticut War Council, the Connecticut State Teachers Association, the U.S.E.S., the State Department of Education, the Connecticut Association of Boards of Education, the Connecticut Superintendents Association, Secondary and Elementary Principals, Labor, Manufacturing (Mr. Alfred C. Fuller, president of the M. A. C.) and business interests and key personnel men and women throughout the state. On April 24th, the presidents of twenty-eight local teachers' Associations decided unanimously to undertake the responsibility for the local enrollment of teachers in summer work. This registration was directed by them on a self-registration basis and completed on May

Between May 15th and June first, the U.S.E.S. arranged to provide mobile units to conduct the program of pre-placement tests and interviews. Actual placements will be made during

the month of June.

It is expected that the teachers will take actual jobs in production in the factory. No attempt will be made to place all of them in ready-made jobs of a preconceived nature. Out of 10,000 registered teachers in Connecticut, it is hoped to secure between 1500-2000 candidates for summer war work jobs.

* * *

AT THE RIGHT you will find a list, by towns, of day-care programs for children in Connecticut, as prepared by the Connecticut Child-Care Committee, N. S. Light, chairman. In view of expected further withdrawal of fathers into the armed forces, and the insistence that working mothers, with children under 16, make proper provision for the care of their children during working hours, we feel that a list of the centers, published in the magazine, will prove a permanent source of information for personnel departments.



JUST A REMINDER to manufacturers, planning to use high-school students under 18 years of age for summer work: These students must obtain age certificates from an agent of the State Department of Education. Permission of the Labor Department also required.

CHILD DAY CARE PROGRAMS*

ANSONIA

Julia Day Nursery, Inc., 76 Central Street

BRIDGEPORT

Hall Home Settlement, Main Street

Main Street Day Nursery, 715 Main Street

Frank Miller Day Nursery, 210 Pine Street East Side Nursery, 167 Steuben Street

West End Day Nursery

Child Care Center at Waltersville School (operated by Board of Education.)

BRISTOL

Child Care Center—Jennings School—operated by Board of Education

GREENWICH

The Greenwich Center for Child and Family Service, 38-40 Arch Street

HARTFORD

Union Settlement of Hartford, 239 Market Street

Women's League Day Nursery, 20 Avon Street

Bishop McAuliffe Center, 285 Church Street

Brackett School, 54 Westland Street—Program for School Age Children

Child Care Center, operated by Board of Education, now open at Brown, Arsenal, Burns and Vine Street Schools for Pre-School Children

MIDDLETOWN

Child Care Center at McDonough School, operated by Board of Education

NAUGATUCE

Naugatuck Day Nursery Association, 228 Water Street

NEW BRITAIN

New Britain Child Care Center, Camp School

NEW HAVEN

Leila Day Nursery, 155 Green Street

Italian Day Nursery, 295 Green Street

Italian Day Nursery, St. Anthony's Home

Scranton Child Care Center, operated by State Teachers College for Board of Education

Preschool Unit, 63 Dwight Street

School-age Unit, Scranton School

NEW LONDON

New London Day Nursery, Inc., 250 Main Street

Child Care Center at Nameaug School, operated by Board of Education

SOUTH NORWALK

Norwalk Day Nursery Assn., Inc., 14 Webster Street

Day Nursery Program of Neighborhood Center, 4 Bouton Street

STAMFORD

Stamford Day Nursery, 163 Greyrock Place

TORRINGTON

Brooker Memorial Day Nursery, 157 Litchfield Street

WATERBURY

Waterbury Day Nursery, 46 Kingsbury Street

WEST HARTFORD

Child Care Center at Charter Oak School, operated by Board of Education

WEST HAVEN

Child Care Center, sponsored by West Haven Community Council

*For current information relative to changes, call the local Board of Education, or Councils of Social Agencies.



By W. ADAM JOHNSON, Manager, Foreign Trade Dept., and Manager, Hartford Cooperative Office, Bureau of Foreign and Domestic Commerce

G. C. BARRY, Vice President and Sales Manager of Arrow-Hart and Hegeman Electric Company, Hartford has been appointed as a member of the Association's Foreign Trade Committee by president Alfred C. Fuller. Mr. Barry succeeds John D. Garrett formerly export manager of Arrow-Hart and Hegeman, who has recently become chief of the electrical section of Mechanical and Electrical Division of the Board of Economic Warfare, Washington, D. C. The members of the Foreign Trade Committee presented to Mr. Garrett a gift in appreciation of his ten years service as a member of the Committee.

* * *

A. P. KEELER, Export Manager, The Fuller Brush Company, Hartford; Robert L. Gulick, economist of the Carnegie Endowment for International Peace; Dr. Emily Hickman, professor of economics at the New Jersey College for Women and national public affairs chairman of the YWCA, and Mrs. John S. Custer, chairman of the foreign policy committee of the Connecticut League of Women Voters, recently broadcast a panel discussion of the Reciprocal Trade Agreements program over station WTHT and affiliated stations. The five women's organizations sponsoring the program were: Hartford YWCA, the Hartford League of Women Voters, the Hartford Branch of the National Council of Jewish Women, the Hartford Chapter of the American Association of University Women and the Women's International League for Peace and Freedom.

* * *

M. A. BONOW, of Caracas and New York City, a manufacturers' agent in Venezuela, was a guest of James E.

Bryan, president of the Undine Twine Mills, Inc., Moodus at the May meeting of the Foreign Trade Committee. In a very short talk on conditions in Venezuela, Mr. Bonow stressed the very difficult conditions existing especially for retailers in Venezuela. He reported that because distributors could not buy merchandise they were investing their money in real estate and housing projects which were reaching boom proportions. Mr. Bonow also commented on the very low purchase quotas being granted to importers. As a specific example, he pointed to one dealer whose requirements totaled 2,000,000 kilos. The quota set was only 1200 kilos.

* * *

THE ASSOCIATION cooperated with the Sales Managers Club of Hartford in their program observing Inter-American Arbitration Day on May 19th. Dr. Alexander V. Dye, Executive Director, National Foreign Trade Reconstruction Committee of the National Foreign Trade Council, New York was the speaker and spoke on "Foreign Market Analysis for Post-War Period." A Latin American feature picture was also shown.

* * *

LOS ANGELES RULES ON EXEMPTION FROM 6% TAX:—
The Los Angeles County tax assessor has ruled that merchandise claiming exemption from the 6 per cent county tax applicable to property within the State of California, levied on the first Monday in March, shall be exempt, provided that it has been purchased or manufactured outside the State of California for a particular client outside the continental United States and has been shipped to Los Angeles County and is there waiting for such clearance

as may be necessary from the Federal Government and the obtaining of available cargo space.

The Los Angeles County Counsel states, "Under this opinion this office will request reasonable proof to show that such merchandise as is claimed to be exempt has in fact been purchased or manufactured outside of the State for a particular client outside the continental limits of the United States and has been shipped to Los Angeles and is waiting there only for such clearance as may be necessary from the Federal government and the obtaining of available cargo space."

* * *

NEW RULING ON EXPORT DECLARATIONS:—In the space provided for "Date of Exportation" or, if vessel, "Date of Clearance," on Shipper's Export Declarations (Commerce Forms 7525, 7525-V, and 7525-DA-V), exporters shall show, instead of the month, day and year, only the MONTH AND YEAR for all shipments by vessel. This decision became effective June 1, 1943.

* * *

ARGENTINA CENTRAL BANK SEES STRONG FOREIGN TRADE POSITION:—In its annual report for 1942, the Central Bank of Argentina points out the great ability of the country to adjust itself to the many changes occurring in international commerce, according to the Argentine-American Chamber of Commerce in New York. Continuing, the Chamber reviews the Bank's report as follows:

From 1935 to 1942 the value of industrial production rose 110 per cent to 7,000 million pesos, while the physical volume of the production rose 55 per cent. During the past three years physical volume rose 16 per cent and value 45 per cent. Each paper peso is covered 127 per cent by gold, although this gold can only partially fulfill its

function.

There is abundant purchasing power and a liquid banking system. Industry must, however, be watched closely as stocks of essential materials are decreasing and critical times are ahead if it should be impossible to obtain the minimum quantities permitted by the small shipping space now available.

Fiscal deficits must be controlled. Purchasing power has been increased by government purchase of crops and financing of the fiscal deficits. Media of payment increased 20 per cent over 1941 which was 28 per cent over 1940, but circulation velocity was down 17 per cent from 1939. If present conditions continue, price levels will increase as industry is nearly at capacity and media of payment are increasing. Blocked sterling funds amount to 295 million pesos and these could be used to repatriate part of the foreign debt. There is no reason to suppose that, when the war ends, the financial and banking system will be strong enough to withstand without difficulty the problem of readjustment, although certain measures of caution and forethought must be taken.

Importation after the war should increase, if only to pay for exports, but this must be of a different character in order not to depress new local industrial activity. Control of the sale of exchange can be used to assist this process.

The positive balance of payments for 1942 is 503 million pesos. Import quantities in 1943 will probably be 30 per cent of those in a normal year and an additional 25 per cent of the imports of a normal year can be substituted by local production.

Net profit of the Central Bank during the past year was 13.4 million pesos, against 7.9 million in 1941.

* * *

POST WAR STABILIZATION OF CURRENCIES

EDITOR'S NOTE: An outstanding foreign trade feature of the recent annual meeting of the Chamber of Commerce of the U. S. in New York was the address by Mr. Aldrich at the luncheon of the American committee of the International Chamber of Commerce. In the beginning of bis talk, Mr. Aldrich told of the importance of monetary stabilization to businessmen in making plans for the future and before normal international trade and capital exports can be resumed. Excerpts from his talk follow:

"The magnitude and urgent character of the problem of monetary stabilization have received emphasis in two plans recently issued on the subject. The one proposed by the United States Treasury in preliminary draft outline calls for the establishment of a United and Associated Nations Stabilization Fund, and the other, proposed by a group of British experts, also in tentative form, calls for the establishment of an International Clearing Union.

"The avowed objective of each plan is to establish an international currency having general acceptability, to stabilize exchange rates, to provide a mechanism for the clearing of international transactions and for the granting of international loans, and to provide a means for influencing and controlling the financial and economic policies of member nations. In addition, the American plan suggests a method for the liquidation of abnormal war balances.

"The two proposals contemplate an overall stabilization of the exchange rates of the member countries. In this way it is hoped that the time required for exchange stabilization after this war may be considerably less than that required after the last war. In the American plan, the Fund itself will fix exchange rates, whereas in the British plan, member nations will agree to a tentative stabilization of their currencies, prior to the establishment of the Clearing Union. Each plan makes provision for alterations in exchange rates. In the British plan, an adverse balance of payments leads almost automatically to a depreciation of the currency of the nation in ques-

"The fact that both proposals give recognition to the importance of the external stabilization of currencies represents in itself a marked advance over the attitude of our own government at the London Economic Conference in 1933. It also represents a marked advance over the doctrines of many economists of the decade of the 'thirties which held that external stabilization was an undesirable goal of monetary policy.

In order to effect the external stabilization of currencies, each plan provides for a new international unit that is to be related to gold. The American plan fixes the gold value of the 'Unitas' permanently and gives gold a more central and significant role than does the British plan. Although the British plan fixes the gold value of the 'Bancor' initially, it suggests that later changes might have to be made and suggests further that nations should permit the exportation of gold only under license, and that nations should not return to a full gold standard with two-way convertibility.

"To be enduring, the stabilization of exchange rates must rest on the firm basis of sound internal fiscal and monetary policies. We cannot erect a monetary superstructure until we have built a firm base. The soundness of

that base will depend upon our willingness to adopt appropriate internal measures of fiscal, credit and monetary reform. An overall stabilization of exchange rates would seem to represent an unrealistic approach to the problem. Each nation must, as it did after the last war, painfully retrace its steps to monetary stability. The road cannot be made easier by the establishment of a Stabilization Fund or Clearing Union. There is no short cut to currency stabilization.

"In conclusion I would like to suggest as an alternative to the two plans proposed in tentative form by the American and British experts that a free dollar be established in the postwar world. At the end of the war, this country can render its greatest contribution to world recovery by checking domestic inflationary forces, by resuming gold payments, and by removing all foreign exchange controls.

"The introduction of a fully functioning gold standard and continued adherence to liberal trade policies will make an important contribution to postwar economic recovery and will combine to put into practical operation the principles of the Atlantic Charter."

ARMY-NAVY "E" NEWS

(Continued from page 15)

which were held April 9, are, l. to r., N. H. Hoyt, works manager; Lt. Col. Thomas L. Hapgood, Executive Officer, Springfield Ordnance District; Lieut. John D. Lodge, USNR, and James E. Burlinson, Singer employee representative with a 48-year service record.

ON MAY 6 (bottom, page 15), the Ansonia, Waterbury and Torrington branches of The American Brass Company received the second renewal of the Army-Navy "E" for outstanding industrial service in time of war. Notification of the award was made in a letter from Admiral C. C. Bloch, chairman of the Navy Board for Production Awards, to Clark S. Judd, president of American Brass. The flag was originally presented May 6, 1942. In the photograph, Mrs. Lorraine M. Carter, main office employee and wife of Kenneth Carter, a sergeant in the Marine Corps, sews the second renewal star on the burgee.

PRESS COMMENT

HERE IS SOMETHING for every resident of Connecticut to think about, says Danbury News:

"For many years the number of separate agencies has been on the increase until today there are more than 160 departments, institutions, boards, bureaus and commissions of the state government.

"If we are to maintain a sane and sensible economy we must give attention to what we are spending and what we contemplate spending in the state at the present, in the immediate future, and in that future which shall find us coping with the many problems that surely will come when we are able once more to turn to the pursuits of peace."

* * *

NEW LONDON DAY says the Office of Defense Health and Welfare is concerned about the lunches that workmen in various Connecticut factories are eating these days and points out:

"Rationing has already greatly complicated the problem of supplying proper lunches to war workers if the lunches have to be 'carried' rather than ordered at a company cafeteria.

"The Defense Health and Welfare Agency will help most if it explains to the housewife how she can use a pound and a half of sliced meat, per

week, in two hearty and generous sandwiches, per day, for her husband's lunch at 'the shop' and at the same time have enough of his meat ration coupons left to serve him a good breakfast and dinner."



BRIDGEPORT POST in an editorial on preserving small business states:

"There is more than a suspicion that the deliberate discouragement of small business is not part of winning the war but part of a super plan in Washington by the semi-Communistic dreamers who foresee a new kind of state in which all business will be 'big business' with the federal government as 'a partner', meaning political control of all business in this country with a myriad of bureaucrats and office holders supervising every activity.

"This picture is not a pretty one. If that is what we are fighting for we have been kept from the truth."



BRIDGEPORT POST in an item on manufacturers' representatives operating in active combat zones says:

"There is one factor in connection with war work little known to the public but bulking large in its results. It deals with the number of manufacturers' representatives who keep in close touch with products even close to the active areas. These men are sent out to get the facts about the way manufactured items are standing up in actual service. They report to their home headquarters and hasten impor-

tant news along the line so that advisable changes in material or equipment can be quickly made.

"Nothing stops these factory representatives. Their job is to get information on simplification, utility and speed and they do just that. Thus the laboratories and the drafting rooms are able to bring theory into quicker, far closer relation to fact. It is just another of those non-spectacular features which keep our boys at the front supplied with the best and most up to date equipment it is possible to make."

* * *

BRIDGEPORT TELEGRAM editorially discusses the use of white collar workers on the split-shift or parttime work plan as follows:

"Several large factories in Bridgeport and elsewhere have already instituted a special shift of four hours.

"It is said that this four-hour shift already has application enough to prove that large numbers of those engaged in civilian jobs are willing to put in extra time on war work.

"The motive expressed by most of those who apply for these jobs is that while they realize that their civilian jobs are also essential they want to do something 'direct' to help the war."

* * *

REGARDING ABSENTEEISM the South Norwalk Sentinel declares:

"The National Industrial Conference Board estimates that absenteeism last year cost American industry the equivalent of 1,350,000 employees working full time. That is almost one-

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third of the manpower shortage the nation is said to face.

"Government agencies are aware of the damage which this situation is doing to war production. They are seeking to ascertain the fundamental causes.

"Some sort of sanction will have to be provided by which workers who are not interested enough in American victory to stay on the job can be forced to do what they should be happy to do.

"But first it is necessary to study and, so far as possible, to eliminate the causes of justifiable absenteeism in order that no major injustices shall be worked."

* * *

DANBURY NEWS raises the question of drafting manpower with the comment:

"Much opposition to a manpower draft arises from the misconception that there is no draft on wealth and therefore there should be none on labor.

"The 1942 earnings reports of leading corporations show wealth definitely has been drafted. "There is no complaint about this conscription of capital as a war measure. It is taken for granted as is the drafting of men to do the actual fighting.

"Everybody and everything is drafted in modern war except labor. Can that escape permanently?"



BRIDGEPORT POST talks about women in industry in the following vein:

"There are some fields, however, where is does not seem possible for them to enter without the preliminary training and experience which have always been considered necessary for the true tradesman. In other words, if women are to progress in the industrial field many of them will have to alter their whole outlook on work and living.

"That is to say they will find that looking for suitable employment is much more difficult than merely 'getting a job'".

CARING FOR CHILDREN OF WORKING MOTHERS

(Continued from page 13)

lated to industrial policies—and will be of particular concern to management and labor.

How directly can industry itself contribute to the solution? In other words, should a plant provide a nursery school on its own grounds? The committee believes the answer is "no" for a variety of reasons, the most obvious being the greater burden such a plan would place upon already strained transportation facilities and the undesirability of congregating children in what might be considered target or hazardous areas. A less tangible objection, but one that any factory manager will understand, is the undesirability of an employer's dealings with his employees being complicated by the employee's family situations. Industry's great contribution is in the overall planning, in its interpretation of its needs to the community and of community resources to its employees, all in connection with the maintenance of a sound personnel policy.

A second question that is already being answered variously in different parts of the state is the extent to which industry can adjust its schedules to the exigencies of this new type of labor. Industry must realize that if it employs a woman with children that the home job will come first and the factory job second. To what extent can these women be employed on shifts which best fit into the home job? And to what extent is it practical for industry to employ these women on a part-time basis?

The answers to these questions involve not only a superior type of personnel administration on the part of industry but also a sympathetic understanding job of counselling parents in the community. The handling of women employees is greatly facilitated by a woman executive on management's staff. The need of such a person becomes paramount if married women with home responsibilities are emploved. A close working relationship with community counselling services will increase the effectiveness of such a person. When industry and the community are working together on a basis of clear understanding of the common problem, a solution will be found to another difficulty-that of acquainting parents with the type and quality of child care services that are available. When a mother leaves her child with an elderly disabled neighbor in preference to taking her to a wellrun child care center, the conclusion is inevitable that adequate interpretation is not being provided by industry or the community.

Every local child care committee is faced with a tremendous job in meeting these problems. Solutions may come in new ways through really creative experimentation. Representatives of industry and labor must contribute their resources, experiences and needs to the community's plan. Is it too much to hope that more and efficient workers can be provided for essential war and civilian needs with a minimum of harm to families and children? Is this not one more need for increased coordination between the groups concerned? The relating of community resources to specific community needs, always with us, is now most crucial. It can be met within the framework already set up in many communities. In others, leadership by industry and labor, working to establish local child care committees, may be the starting point for effective organization to meet a vital wartime need.

BUSINESS PATTERN

THE index of general business activity in Connecticut rose in April to an estimated 120% above normal, an increase of 4.6% over the previous month. The United States index at 40.5% above normal was 1.8% higher than in March.

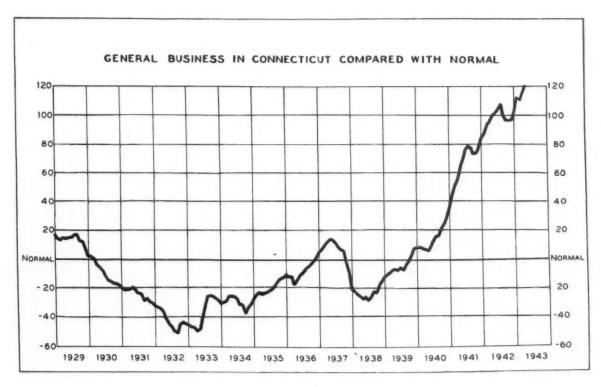
The index of non-agricultural employment rose to 2.7% during April and at an estimated 97.8 above normal represents the fourth consecutive new high. The concern shown in the recent past over the fact that workers were moving from the farm and into industrial employment, now reverses itself as the movement from the factory to the farm begins to assume proportions serious enough to warrant Federal attention. Present estimates in Connecticut report a movement of 200 workers away from industrial employment and back to farms each week. This trend has become clearly evident since the announcement of a change in the draft procedure with respect to agricultural workers.

Negotiations which it was hoped would soften the attitude of the War Manpower Commission in denying contract renewals to firms when comparable facilities were available elsewhere in areas not classified as having labor shortages have apparently failed of their intention. Some firms in areas where there is a balance between labor supply and demand or a surplus of labor have already benefited from orders restricting placements in communities where labor shortages are acute. Since Connecticut is listed as containing practically all the areas of critical shortage in New England, contract denials on the basis of existing or anticipated labor shortages would involve the eight most active localities in this state, while only Norwalk, according to present WMC classification, would be potentially able to benefit. Although appeals may be taken when enactment of the WMC's policy causes plants to lose orders they might otherwise handle satisfactorily, only 15%

of such appeals have been successful.

There are indications that employment is approaching a point beyond which further gains will be very much under the rate maintained up to this time. Figures just released in Massachusetts, covering more than 2,000 establishments, show that in March for the first time since our defense program was started, the number of plants and employees occupied wholly or in part on war orders declined. Since the same type of manufacturing diversity exists in this state as in Massachusetts and, in as much as the percentage increase of employment during 1942 in Connecticut outstripped that of Massachusetts, it would not appear at all unlikely that the same sort of situation may be at hand in this state.

In April, manhours worked in Connecticut factories rose again to stand at an estimated 165.1% above normal, surpassing the former January peak of 161.7%. The latest earnings and hours figures released show that the average



Connecticut male factory worker received \$55.42 for a 49.1 hour week in February. The United States average was \$48.46 for 45.4 hours. Connecticut female factory employees received \$34.15 for a 43.2 hour week while the country's average for women was only \$27.47 for a 40.9 hour week. The average male weekly earnings in Connecticut exceeded those in the United States by 14% and average female earnings in Connecticut were 24% higher than for the nation as a whole.

Aided by seasonal factors, the index of freight shipments originating in eight Connecticut cities rose in April to an estimated 93.3% above normal. This increase of 17.5% over the previous month is the largest monthly rise since July of 1942. Tonnage losses in Hartford and Waterbury were more than offset by a 27% gain in Bridge-

port.

The index of construction work in progress fell off slightly again and stands this month at an estimated 9.5% below normal. Contributing largely to the decline was the apparent shrinkage in the volume of large scale housing projects. In this connection it is to be noted that there has been a recent trend to small, single dwellings instead of the larger multiple

units in meeting housing requirements. Non-residential building continues to be greatly under the level of a year ago. The War Production Board on May 12, banned further expansion of industrial facilities. This order would not only halt further erection of buildings but those underway would be stopped unless it was possible to prove conclusively the necessity for such construction.

The Bureau of Labor Statistics wholesale price index of nearly 900 commodities rose 0.2% in the week ending May 8, and at this level is 5% above the corresponding week in 1942. On the retail or consumer front it is estimated according to the Department of Agriculture that for the 58 foods which represent the principle food purchases, the average family expenditure will be \$435 in 1943. This figure is the highest since 1920 when the average family food budget was \$514 and exceeds by 5% the 1929 figure.

In the first quarter of 1943 the Cost of Living Index in the United States as reported by the National Industrial Conference Board rose 1.4%. Since September 1939, the outbreak of war in Europe, the index has risen 20.4%. Largely responsible for this

rise was a 42.6% increase in the food component of the index. Thus far in 1943 the index for Bridgeport and New Haven has risen 1.2% and 1.0% respectively. Food costs rose 3.2% in Bridgeport and 2.5% in New Haven. Other items-Housing, Clothing, Fuel and Light, House furnishings and Sundries were unchanged. Since September 1939 the composite index for Bridgeport and New Haven rose 23.3% and 17.9% while food costs in the two cities rose 39.2% and 33.8%. As may be noted, the gain in the food component over the longer period in both Bridgeport and New Haven has been under that shown nationally.

Connecticut continues to maintain its lead over all other states on per capita basis in the matter of total supply and facility contracts awarded by the Army, Navy and Maritime Commission from June 1940 through February 1943 according to the latest release of the War Production Board. This per capita average of \$2,867 is more than three times the corresponding United States average. Moreover, Connecticut, with awards of almost five billion dollars, stands eighth in the nation on the basis of total volume of supply and facility contracts.

ACCOUNTING HINTS

(Contributed by Hartford Chapter, National Association of Cost Accountants)

PROGRESS IN RENEGOTIA-TION OF GOVERNMENT CON-TRACTS: The tempo of renegotiation operations and conferences has been stepped up considerably during the past two months, and there are but few concerns that did any substantial amount of business in 1942 that have not received at least preliminary inquiries and requests for pertinent data. The Price Adjustment Boards moved slowly during the early months of their existence in order to clarify many points of technique and procedure. The procedure having been decided by the Board, much more rapid progress is being made in obtaining results and final agreements with contractors. This progress, too, has been helped by the receipt of completed financial reports for the year 1942, whereas previous negotiations had to

inject the element of estimates for the uncompleted portion of that year.

Since the previous comments on this subject in this column, there was issued, under date of March 31, 1943, a joint statement by the War, Navy and Treasury Departments and the Maritime Commission which embraced the purposes, principles, policies and interpretations by these Agencies with respect to the renegotiation function. This statement goes into a concrete discussion of what this legislation purports to accomplish. It definitely disclaims that the adjustments or refunds ultimately negotiated constitute taxes. It is claimed that these proceedings are more equitable for achieving adjustments than any taxing statute, which must of necessity be uniformly applied and administered.

Contractors undertaking to make

the initial analyses of their business for conference purposes are encountering considerable difficulty with respect to the determination of the sales which should be excluded by reason of the contracts having been completed, shipped, and paid for before April 28, 1942. Another problem hinges on the distinction between war business and civilian goods or shipments. It appears to be a genuine inclination on the part of the Price Adjustment Board to spare contractors any undue hardship involving exhausting analyses of sales or cost of sales, and they are willing to accept any logical expedient which will reasonably produce representative results. If a manufacturer does not maintain a sound cost accounting system, it is quite likely that the profit results will be deemed to be uniform on all types of business, and, if the contractor wishes to claim differentials as to various lines of product, the burden of proof would rest upon him.

The Price Adjustment Boards appear to be as much interested in negotiating for voluntary adjustments on future prices as in the determining of refunds to be collected on closed business. This is achieved by a stipulation in the agreement that the contractor will review his cost and operating results at least three or four times during the year, and that he will voluntarily make adjustments in his pricing, or by payments to the Price Adjustment Board, so as to bring the profit results for the period in line with the bases adopted or agreed on for the year 1942.

Unless there are evidences of abnormal conditions having existed during the prewar period, 1936-1939, the Government negotiators are apt to use the experience of that period as a criterion for determining normal results in the war era. They also operate on the theory that as the volume of business increases, the volume of allowable profit should decrease. While this is a generalized statement, the actual application of it as a formula has not been reduced to a uniform basis.

It behooves each contractor to give a good story or account as to its contribution or achievement toward the war goal. The Price Adjustment Board lends an attentive ear to any recital as to voluntary price reductions which have been made, achievements in production and facilitating output, and other things of interest, indicating a proper attitude by the concern toward the war situation.

Notwithstanding the declared desire to be equitable and fair in its adjustments, some of the refunds which have become public information have been quite astounding. Many companies are finding that after the refund, with the reflected tax adjustment, the balance of profit for the year 1942 is considerably less than for 1941, notwithstanding a substantial increase in volume.

A word of caution is deemed timely with respect to companies who are presently called on to make only nominal refunds, in that the basis reflected in such adjustments may have farreaching effects with respect to results for subsequent years. This is particularly true with respect to companies operating on a fiscal year basis ending in the latter half of 1942.

COST ACCOUNTANTS WILL HOLD NATIONAL CONVEN-TION: A substantial delegation of Connecticut industrial accountants will attend the 24th Annual Cost Conference of the National Association of Cost Accountants to be held in Boston

June 21, 22 and 23. The conference will be devoted exclusively to wartime accounting problems, including renegotiation of war contract prices, application of overhead to war contracts, and wartime problems in the presentation of financial statements.

What Axis Victory Would Mean To You

(Reprinted in part from American Legion Magazine)

I All powers of state in the United States rest in the hands of the German Army of Occupation.

II The occupying forces have taken command of all government and civilian services and facilities. All executives, white collar workers and laborers who disregard German orders will be executed.

IiI All products of farm and industry, raw materials, gold and silver, jewels and art objects may be requisitioned by the military authorities. This order includes all foodstuffs above the normal requirements.

IV Taxes will be levied by the military. All costs of occupation must be paid by the communities involved.

V All political activities must cease as of this date. Political parties, labor unions, religious and charitable organizations are hereby outlawed. VI All public meetings of whatever character are forbidden.

VII Theater and moving picture shows, art exhibits, sporting events, social and religious meetings, publication of books, newspapers and magazines are hereby made subject to authorization and censorship by the military.

Books and art objects obnoxious to the military authorities must be destroyed by their owners.

VIII Anyone trying to leave the United States without permission will be deported to German concentration camps or shot.

IX Within four days of publication of this proclamation all males between the ages of 16 and 60 must register with the local military commander, giving all significant data as to education and vocational aptitude. Similarly with females between ages of 16 and 45. Refusal to comply will result in fine and sentence to a concentration camp.

School children must be registered by their teachers to facilitate their transfer to National Socialist youth camps.

X Jews will be dealt with in accordance with regulations in force wherever German authority extends. A future order will deal with

methods of deportation of the negro population.

XI Weapons of all kinds, broadcasting equipment, short wave radios, cameras, anti-German literature, letters and pictures must be

turned in as of this day to the local military authorities. Failure to comply with this order will bring the death penalty.

XII All Americans must pay due respect to officers and men in German uniforms and make way for them in all public places.

Persons insulting the German uniform or German officials, or Americans under the German protection, or who criticize National Socialism will be liable to deportation, with the death penalty mandatory for repetition of any of these offenses. Anyone threatening physical harm to military or civil authority will be shot.

XIII Any violations of German authority by groups of two or more persons will subject the entire community to heavy fine. If those committing these outrages are not apprehended a group of citizens of the community, selected at random, will be shot.

XIV Disrespect of any flag displayed with the permission of the Occupation Authorities is absolutely forbidden. Flags not in sympathy with the German Cause must be turned in to the authorities at once, or destroyed. Noncompliance with this order will result in sentence to a concentration camp, or death.

IT'S MADE IN CONNECTICUT

Ed. NOTE. This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

AAle Farme	P. 41	
The Baker Goodyear Co New Haven	Bathroom Accessories The Autoyre Company The Charles Parker Co Meriden	Howard Company New Haven
Underwood Elliott Fisher Co Hartford	New Departure Div of General Motors (ball) Bristol	The Hartford Special Machinery Co Hartford
Adding Machines Underwood Elliott Fisher Co Hartford	The Fafnir Bearing Co (ball) New Britain	The Fuller Brush Co Buckles Hartford
Advertising Printing	Norma-Hoffmann Bearings Corp (ball and roller)	The Hatheway Mfg Co (Dee Rings)
The Case Lockwood & Brainard Co Hartford Advertising Specialties	Bevin Brothers Mfg Co East Hampton	The Hawie Mfg Co Bridgeport The G E Prentice Mfg Co New Britain
Advertising Specialties The H C Cook Co 32 Beaver St Ansonia Scovill Manufacturing Co (Made to Order)	Sargent and Co New Haven	B Schwanda & Sons Staffordville
The Waterbury Button Co Waterbury	The N N Hill Brass Co East Hampton Belting	The Waterbury Button Co Waterbury Waterbury
Russell Mfg Co Webbing Products Middletown	Hartford Belting Co The Russell Mfg Co The Thames Belting Co Norwich	Buffing & Pollshing Compositions Apothecaries Hall Co Waterbury Lea Mfg Co Waterbury
The Spencer Turbine Co Hartford	The Charles Parker Co (piano) Meriden Blcycle Coaster Brakes	Buffing Wheels The Williamsville Buff Mfg Co Danielson Buttons
Warren McArthur Corp (Airplane Seating)	New Departure Div General Motors Corp Bristol	B Schwanda & Sons Staffordville The Patent Button Co Waterbury
Alrcraft—Repair & Overhaul United Airports Div United Aircraft Corp Rentschler Field East Hartford	New Departure Div General Motors Corp Bristol	Colt's Patent Fire Arms Mfg Co Hartford Scovill Manufacturing Co (uniform and tack fastened) Waterbury The Waterbury Button Co Waterbury
Vought-Sikorsky Aircraft, Div United Aircraft	Colonial Board Company Manchester	Cabinets The Charles Parker Co (medicine) Meriden
Corp Stratford	Biological Products Ernst Bischoff Company Inc Ivoryton	Cable The Wiremold Co (electric, non-metallic
Newton-New Haven Co 688 Third Avenue West Haven	Capewell Manufacturing Company, Metal Saw Division, (hack saw and band saw) Hartford	Sheathed) Hartford
Scovill Manufacturing Co (small) Waterbury	Blocks Howard Company (cupola fire clay) New Haven	The Hartford Special Machinery Co Canvas Products F B Skiff Inc Hartford
Aluminum Goods Scovill Manufacturing Co (To Order) Waterbury	Blower Fans The Spencer Turbine Co Hartford	F B Skiff Inc Hartford Carpets and Rugs Bigelow-Sanford Carpet Co Thompsonville
The Waterbury Button Co Waterbury	Colonial Blower Company Hartford Blower Systems	Carpet Lining Palmer Brothers Co New London
United Smelting & Aluminum Co Inc New Haven	Colonial Blower Company Hartford Bollers	
Ammunition Remington Arms Co Inc Bridgeport	The Bigelow Co Petroleum Heat & Power Co (domestic only)	Castings
Artificial Leather The Permatex Fabrics Corp Zapon Div, Atlas Powder Co Stamford	Clark Brothers Bolt Co The O K Tool Co Inc (T-Slot)	The Charles Parker Co (gray iron) Meriden The Bradley & Hubbard Mfg Co (grey iron, brass, bronze, aluminum) Meriden The Gillette-Vibber Co (grey iron, brass, bronze, aluminum, also Bronze Bushing Stock)
Asbestos Rockbestos Products Corp (insulated wire, cable and cords) New Haven	The Blake & Johnson Co (nuts, machine screw-	The Sessions Foundry Co (gray iron) Bristol John M Russell Mfg Inc (brass, bronze and
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet	bolts, stove) Box Board The Lydall & Foulds Paper Co Manchester	aluminum) Maugatuck Malleable Iron Fittings Co (malleable iron and
packing and wick) Bridgeport Assemblies, Small	National Folding Box Co New Haven New Haven New Haven	steel) Rranford
The Greist Manufacturing Co New Haven The Wallace Barnes Co Div, Associated Spring	Robertson Paper Box Co Montville Boxes—Paper—Folding	McLagon Foundry Co (gray iron) New Haven Newton-New Haven Co (zinc and aluminum) 688 Third Ave West Haven
Corp Bristol Auto Cable Housing	Atlantic Carton Corp Norwich S Curtis & Son Inc Sandy Hook	Philbrick-Booth & Spencer Inc (grey iron) Hartford Scovill Manfacturing Co (brass and bronze)
The Wiremold Company Hartford Automatic Control Instruments	M S Dowd Carton Co National Folding Box Co (paper folding) New Haven	Union Mfg Co (gray iron) Waterbury New Britain
The Bristol Co (temperature, pressure, flow, humidity, time) Waterbury	The Warner Brothers Company Bridgeport The New Haven Pulp & Board Co New Haven	Union Mfg Co (gray iron) New Britain Wilcox Crittenden & Co Inc (gray iron and brass) Castings—Permanent Mould
Automobile Accessories The Rostand Mig Co (windshields, seats, and body hardware) Milford	Robertson Paper Box Co Montville Brake Linings	The Bradley & Hubbard Mfg Co (zinc and aluminum) Meriden
body hardware) Milford The Rayhestos Div of Raybestos-Manhattan Inc (brake lining, rivets brass, clutch fac- ings, packing) Bridgeport	Colt's Patent Fire Arms Mfg Co Hartford The Raybestos Div of Raybestos Manhattan Inc (automotive and industrial) Bridgeport	Centrifugal Blower Wheels The Torrington Manufacturing Co Torrington Chain
Automotive Friction Fabrics The Russell Mig Co Middletown	The Russell Mfg Co Middletown Brass and Bronze The American Brass Co (sheet, wire rods,	John M Russell Mfg Co Inc Naugatuck Chain-Welded and Weldless
Automotive & Service Station Equipment Scovill Manufacturing Co (Canned Oil Dis-	The American Brass Co (sheet, wire rods, tubes) The Bristol Brass Corp (sheet, wire, rods)	Bridgeport Chain & Mfg Co Bridgeport Chains—Bead
pensers) Waterbury The Raybestos Div of Raybestos-Manhattan	The Miller Company (phosphor bronze and	The Bead Chain Mfg Co Bridgeport
Inc (brake service machinery) Bridgeport Bakelite Moldings	brass in sheets, strips, rolls) Meriden The Thinsheet Metals Co (sheets and rolls) Waterbury	Apothecaries Hall Co Waterbury MacDermid Incorporated Waterbury American Cyanamid & Chemical Corp Waterbury
The Waterbury Button Co Waterbury	Sargent and Company New Haven	Chromium Plating
The Abbott Ball Co (steel bearing and burnish- ing) Hartford The Hartford Steel Ball Co (steel bearing and	Scovill Manufacturing Co (To Order) Waterbury Brass Mill Products	Chromium Corp of American The Chromium Process Company Waterbury Derby
burnishing, brass, bronze, monel, stainless, aluminum) Hartford	Bridgeport Brass Co Scovill Manufacturing Co Bridgeport Waterbury	Chucks & Face Plate Jaws Union Mfg Co New Britain
The Abbott Ball Co (burnishing and tumbling)	Brass Stencils—Interchangeable The Fletcher Terry Co Box 415, Forestville	Clamps-Wood Workers Sargent and Company New Haven
Hartford The Hartford Steel Ball Co (tumbling) Hartford	Brick-Building The Donnelly Brick Co New Britain	Howard Company (Fire Howard "B" and High Temperature Dry) New Haven

■ IT'S MADE IN CONNECTIO

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Cleansing Compounds
MacDermid Incorporated Waterbury
The Russell Mig Co Middletown
Clutch—Friction The Carlyle Johnson Mach Co (Johnson Expanding Ring; Multiple Disc Maxitorq)
The Raybestos Div of Raybestos Manchester Inc (clutch facings—molded, woven, fabric,
metallic) Comfortables Palmer Brothers Co New London
Sonoco Products Co (Climax-Lowell Div)
(Paper) Mystic
Consulting Engineers The Stanley P Rockwell Co Inc (Consulting) 296 Homestead Ave Hartford
Malleable Iron Fittings Company Branford
The Greist Mfg Co (metal parts and assemblies) 503 Blake St Copper New Haven
The American Brass Co (sheet, wire, rods,
tubes) The Bristol Brass Corp (sheet) Scovill Manufacturing Co (pipe and service
tubing) Waterbury
The Thinsheet Metals Co (sheets and rolls) Copper Sheets Waterbury
The New Haven Copper Co Seymour
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Copper Water Tube Bridgeport Brass Co Bridgeport
Sonoco Products Co (Climax-Lowell Div)
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Corrugated Box Manufacturers The Danbury Square Box Co Danbury Corrugated Shipping Cases D I, & D Container Corp 87 Shelton Ave
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Palmer Brothers Cotton Yarn Cotton Yarn Counting Devices Veeder-Root Inc Cut Stone The Dextone Co Cut Stone The Standard Machinery Co single and duplex) The O K Tool Co Inc (inserted tooth milling) J3 Hull St Delayed Action Mechanisms H Rhodes Inc Dictating Machines Dictating Machines Dictating Machines Dictating Co The Soundscriber Corporation The Soundscriber Corporation The Hoggson & Pettis Mig Co 141 Brewery St New Haven Die-Heads—Self-Opening The Eastern Machine Screw Corp The Barclay Sts The Geometric Tool Co Dish Washing Machines Dish Washing Machines Olt's Palent Fire Arms Mig Co Draperles Palmer Brothers Co Capewell Mig Company The Allen Manufacturing Co. Edged Tools The Collins Co (axes and other edged tools)
Palmer Brothers Cotton Yarn Cotton Yarn Counting Devices Veeder-Root Inc The Dextone Co The Standard Machinery Co single and duplex) The O K Tool Co Inc (inserted tooth milling) J3 Hull St Delayed Action Mechanisms M R Rhodes Inc Dictating Machines The Soundscriber Corporation The Soundscriber Corporation The Hoggson & Pettis Mig Co 141 Brewery St. New Haven Die-Heads—Self-Opening The Eastern Machine Screw Corp The Geometric Tool Co Dish Washing Machines Colt's Patent Fire Arms Mig Co Draperles Palmer Brothers Co Capewell Mig Company Wilcox Crittenden & Co Inc The Blakeslee Forging Co Adwater Mig Co Capewell Mig Company Dowel Pins The Allen Manufacturing Co. Elastic Webbing The Russell Mig Co Middletown Hartford Edged Tools Collins Villedown Elastic Webbing Middletown Hartford Edged tools Collinsville Middletown Hartford Edged tools
Palmer Brothers Cotton Varn The Floyd Cranska Co Counting Devices Veeder-Root Inc The Standard Machinery Co Single and duplex) The O K Tool Co Inc (inserted tooth milling) 33 Hull St Delayed Action Mechanisms H Rhodes Inc Dictating Machines Dictating Machines Dictating Machines Dictating Machines Dictating Machines Dictating Machines Die Castings Newton-New Haven Co Inc 688 Third Ave Dies West Haven The Hoggson & Pettis Mig Co 141 Brewery St New Haven Die-Heads—Self-Opening The Eastern Machine Screw Corp Time Eastern Machine Screw Corp Dish Washing Machines Colt's Patent Fire Arms Mig Co Draperies Palmer Brothers Co Capewell Mig Company Chapter St The Allen Manufacturing Co. Edged Tools The Collins Co (axes and other edged tools) The Russell Mig Co Pollinsville Middletown Hartford Middletown Hartford Collinsville Middletown Middletown Hartford Collinsville Middletown Middletown Hartford Collinsville Middletown Middletown Palntsville Collinsville Middletown Hartford Middletown Hartford Middletown Hartford Middletown Plantsville Collinsville Middletown Middletown Plantsville Collinsville Middletown Middletown Middletown Plantsville Middletown Middletown Middletown Middletown Middletown Middletown Middletown Plantsville Middletown Middlet
Palmer Brothers Cotton Varn The Floyd Cranska Co Counting Devices Veeder-Root Inc The Standard Machinery Co Single and duplex) The O K Tool Co Inc (inserted tooth milling) 33 Hull St Delayed Action Mechanisms M R Rhodes Inc Dictating Machines The Boundscriber Corporation The Hoggson & Pettis Mig Co 141 Brewery St New Haven Die-Heads—Self-Opening The Eastern Machine Screw Corp Truman & New Haven Dish Washing Machines Colt's Patent Fire Arms Mig Co Draperles Palmer Brothers Co Draperles Palmer Brothers Co Capewell Mig Company Capewell Mig Company Dowel Plas The Allen Manufacturing Co. Edged Tools The Collins Co (axes and other Collinsville Electric Appliances The Silex Co Ro Pliny St Hartford Electric Cables Rockbestos Products Corp (asbestos inpulated)
Palmer Brothers Cotton Yarn The Floyd Cranska Co Counting Devices Veeder-Root Inc Cut Stone The Dextone Co Cut Stone The Standard Machinery Co Single and duplex) The O K Tool Co Inc (inserted tooth milling) J3 Hull St Delayed Action Mechanisms M H Rhodes Inc Dictating Machines Dictating Machines Dictating Machines Dictating Machines Dictating Machines Dictating Machines Dies West Haven Dies West Haven Dies West Haven The Hoggson & Petris Mig Co 141 Brewery St. New Haven Die-Heads—Self-Opening The Eastern Machine Screw Corp Dish Washing Machines Die-Heads—Self-Opening The Geometric Tool Co Dish Washing Machines Colt's Patent Fire Arms Mig Co Draperies Palmer Brothers Co Draperies Palmer Brothers Co Congany Wilcox Crittenden & Co Inc The Blakeslee Forging Co Atwater Mig Co Capewell Mig Company The Allen Manufacturing Co. Edged Tools The Collins Co (axes and other Edged tools) Cellinsville The Russell Mig Co Electric Appliances The Silex Co Electric Cables Electric Cables

	CONTINUED-
	Electric Cords
,	Rockbestos Products Corp (asbestos insulated)
	Electric Eye Control United Cinephone Corporation Torrington Electric—Commutators & Segments The Cameron Elec Mfg Co (rewinding motors)
	Rockbestos Products Corp (asbestos insulated)
,	New Haven
1	Rockbestos Products Corp (asbestos insulated)
	The Plainville Electrical Products Co Plainville Electric Wire
2	Rockbestos Products Corp (asbestos insulated)
1	
1	clusive Distributors) Hamden Electrical Control Apparatus The Trumbull Electric Mig Co Plainville Electrical Control Equipment Colt's Patent Fire Arms Mig Co.
1	Electrical Recorders
p	The Bristol Co Electrical Goods Waterbury
1	A C Gilbert Co Colt's Patent Fire Arms Mfg Co Electrical Switches Colt's Patent Fire Arms Mfg Co Hartford Hartford
1	Colt's Patent Fire Arms Mfg Co Electrotypes Hartford
r	W T Barnum & Co Inc (all classes) Elevators New Haven
	the Eastern Machinery Co (passenger and
r	General Elevator Service Co Inc (freight, passenger and residence) New Haven Inc (freight, Hartford
t	Embalming Chemicals
c	The Embalmers' Supply Co Westport Engines Wolverine Motor Works Inc (diesel stationary
y	marine) Bridgeport Pratt & Whitney Aircraft Div United Aircraft
e n	Corp (aircraft) Envelopes Plimpton Mfg Co Div U S Envelope Co
i	Curtis 1000 Inc Hartford
1	The Walton Co 94 Allyn St Hartford
1	Eyelets The Platt Bros & Co P O Box 1030 Waterbury Scovill Manufacturing Co Waterbury
9	The Waterbury Button Co Waterbury Fasteners—Slide & Snap
i	The G E Prentice Mfg Co New Britain Sargent and Co New Haven
1	Scovill Manufacturing Co (snap) Waterbury FELT—All Purposes American Felt Co (Mills & Cutting Plant)
	Ferrules Glenville The Waterbury Button Co Waterbury
3	Fibre Board
1	The C H Norton Co North Westchester Finger Nall Clippers The H C Cook Co 32 Beaver St Ansonia
t	Firearms Colt's Patent Fire Arms Mfg Co Hartford
)	Remington Arms Co Inc Bridgeport
1	Fabrics Fire Hose Co (municipal and industrial) Fireplace Goods Sandy Hook
t a	Tt. T.L. D C. At C. () 402 22 CL 1
k	The Rostand Mfg Co Fireproof Floor Joists Milford
3	
1	The Dextone Co New Haven Fishing Equipment The Horton Mfg Co (reels, rods, lines) Bristol Fishing Lines
1	Fishing Lines The Bevin-Wilcox Line Co Fishing Tackle East Hampton
3	The H C Cook Co J2 Beaver St Ansonia Flashlight Cases
	Scovill Manufacturing Co (metal) Waterbury Fluorescent Lighting Equipment The Wiremold Company Hartford Forgings
	The Wiremold Company Forgings Clark Brothers Bolt Co Milldale
	Heppenstall Co (all kinds and shapes) Bridgeport
	Scovill Manufacturing Co (non-ferrous) Waterbury
	Union Mfg. Co (gray iron) New Britain
	Wilcox Crittenden & Co Inc (iron, brass, aluminum and bronze) The Sessions Foundry Co (iron) Bristol
	Foundry Riddles The John P Smith Co 423-33 Chapel St
1	Rolock Inc (brass, galvanized, steel) Southport

CUT
The Mullite Refractories Co Shelton
Colt's Patent Fire Arms Mfg Co Galvanizing & Electric Plating The Gillette-Vibber Co. New London
Malleable Iron Fittings Co Wilcox Crittenden & Co Inc Middletown
The Raybestos Div of Raybestos Manhattan Inc Bridgeport
Gauges The Bristol Co (pressure and cording automatic control) Gears—Reverse & Reduction for Motor Boats The Snow-Nabstedt Gear Corp. Gears and Gear Cutting The Hartford Special Machinery Co Hartford
The Hartford Special Machinery Co Hartford
The Chromium Process Co (copper, nickel, chromium and cadmium plating) Glass Coffee Makers The Silver County Cou
Glass Cutters
The Fletcher Terry Co Box 415. Forestville
The Horton Mig Co (clubs, shafts, balls, bags) Bristol
American Crucible Co Shelton
A D Steinbach & Sons Inc Grinding Original Research Steinbach & Sons Inc Grinding
The Centerless Grinding Co Inc (Precision custom grinding; centerless, cylindrical,
surface, internal, and special) 19 Staples Street The Hartford Special Machinery threads, cams and splines) Hartford Hartford Hartford
Sargent and Co New Haven Wilcox Crittenden & Co Inc (marine heavy and industrial) Middletown
Hardware—Trailer Cabinet The Excelsior Hardware Co Hardware, Trunk & Luggage
J H Sessions & Son Hat Machinery Bristo
Doran Brothers Inc Danbury
The E J Manville Machine Co Heat Treating The A F Holden Co
The A F Holden Co 200 Winchester St New Haven The Bennett Metal Treating Co 1045 New Britain Ave The Stanley P Rockwell Co Inc 206 Homestead Assets
1045 New Britain Ave Elmwood The Stanley P Rockwell Co Inc
296 Homestead Ave Hartford Heat-Treating Equipment
The Autoyre Company Oakville The A F Holden Co
296 Homestead Ave Heat-Treating Equipment The Autoyre Company The A F Holden Co 200 Winchester St New Haven The Stanley P Rockwell Co Inc (commercial) 296 Homestead Ave The Wallace Barnes Co Div Associated Spring Corp
The Miller Company (domestic oil burners and heating devices) Crane Company Bridgeport Bridgeport
Highway Guard Rail Hardware Malleable Iron Fittings Co Branford
Sargent and Company Homer D Bronson Company Beacon Falls
Floists and Trolleys
Union Mfg Company New Britain Hollow Screws
Hollow Screws The Allen Manufacturing Co. Hose Supporter Trimmings The Hawie Mfg Co (So-Lo Grip Taba)
Hot Water Heaters Petroleum Heat & Power Co (Instantaneous
domestic oil burner) Industrial Finishes Zapon Div Atlas Powder Co Stamford
Insecticides American Cyanamid & Chemical Corp Waterbury
The Kerite Insulated Wire & Cable Co Inc
The Whitney Blake Co (Graybar Elec Co Ex-
clusive Distributors) Hamden
The Gilman Brothers Co Gilman Insulating Refractories The Mullite Refractories Co Shelton
lananning
J H Sessions & Son Bristal

IT'S MADE IN CONNECTICUT

-CONTINUED-

	00.111.1010
Jointing The Raybestos Div of Raybestos-Manhattan Inc (compressed sheet) Bridgeport	Milk Bottle Carriers The John P Smith Co 323-33 Chapel
Key Bianks Sargent and Company The Graham Mfg Co Key Bianks New Haven Derby	The Raybestos Div of Raybestos Inc (asbestos)
J & J Cash Inc (Woven) South Norwalk	Wilcox Crittenden & Co Inc
Lacquers & Synthetic Enamels Zapon Div Atlas Powder Co Stamford	Moulded Plastic Products The Patent Button Co
A W Flint Co Ladders A W Flint Co 196 Chapel St New Haven	Colt's Patent Fire Arms Mfg Co The Watertown Mfg Co 117 Echo I
Lamps The Rostand Mfg Company (brass, colonial	Moulds
style & brass candlesticks) Milford Leather	The Hoggson & Pettis Mfg Co (
Herman Roser & Sons Inc (Genuine Pigskin) Glastonbury	The Sessions Foundry Co. (heat re- non ferrous metals)
The G E Prentice Mfg Co New Britain	Apothecaries Hall Co The Seymour Mfg Co
Letterheads Lehman Brothers Inc (designers, engravers, lithographers) New Haven	The Seymour Mfg Co
The Miller Co (Miller, Duplexalite, Ivanhoe)	Nuts Bolts and Washers Clark Brothers Bolt Co
The Waterbury Button Co Meriden Waterbury	Office Equipment Underwood Elliott Fisher Co
Locks Sargent and Company New Haven	The Silent Glow Oil Burner Corp
The Excelsion Hardware Co Stamford	1477 Park St Petroleum Heat & Power Co (dom
Locks-Suit-case and Trimmings The Excelsior Hardware Co Stamford	The Miller Company (domestic)
Locks—Trunk The Excelsior Hardware Co Stamford	Oil Burner Wick The Raybestos Div of Raybestos-
Locks-Zipper The Excelsior Hardware Co Stamford	The Parketter Direct Parketter I
Loom-Non-Metallic The Wiremold Company Hartford	The Raybestos Div of Raybestos-Inc (rubber sheet and automotive
Machine Work The Hartford Special Machinery Co (contract	Paints and Enamels The Tredennick Paint Mfg Co
work only) The Torrington Manufacturing Co (special	Paperboard Connecticut Corrugated Box Div R
rolling mill machinery) Torrington Machinery	Co Inc The New Haven Pulp & Board Co
The Hallden Machine Company (mill)	National Folding Box Co (folding)
The Torrington Manufacturing Co. (mill) Torrington	Robertson Paper Box Co (folding)
The Standard Machinery Co (bookbinders) Mystic	Atlantic Carton Corp (folding)
Machinery Dealers & Rebuilders Botwinik Brothers Machinery Dealers Inc New Haven	Paper Clips
Andrew C Campbell Div American Chain &	The H C Cook Co (steel) 32 Beaver Paper Tubes and Cores Sonoco Products Co (Climax-Lowel
Cable Co Inc (cutting & nibbling) Bridgeport The Patent Button Company Waterbury Machines—Automatic	Parallel Tubes Sonoco Products Co (Climax-Lowel
The A II Nilson Mach Co (Special) Bridgeport Machines—Forming	Pharmaceutical Specialties
The A H Nilson Mach Co (four-slide wire and ribbon stock)	Ernst Bischoff Company Inc Phosphor Bronze The Seymour Mfg Co
Marine Equipment The Rostand Mfg Co (portlights, deck, cabin	The Rristol Brass Corp (sheet) The Miller Company (sheets, strip
and sailboat hardware) Milford Wilcox Crittenden & Co Inc Middletown	Pipe
Marking Devices The Hoggson & Pettis Mig Co New Haven	The American Brass Co (brass a
W T Barnum & Co Inc New Haven	Howard Co (cement well and chim Crane Company (fabricated)
Palmer Brothers Co. New London	Bridgeport Brass Co (brass & copper
Waterbury Mattress Co Waterbury Mechanical Assemblies—Small	Scovill Manufacturing Co (copper, and yellow brass)
M H Rhodes Inc Hartford	Malleable Iron Fittings Co
Apothecaries Hall Co Waterbury Metal Cleaning Machines	The Patent Button Co
Colt's l'atent Fire Arms Mfg Co Hartford Metal Goods	The Plainville Electro Plating Co Platers—Chrome
Bridgeport Brass Co (to order) Bridgeport Metal Novelties	The Plainville Flectro Plating Co
The II C Cook Co 32 Beaver St Ansonia The Waterbury Button Co Waterbury Metal Products—Stampings	MacDermid Incorporated
J H Sessions & Son Bristol Scovill Manufacturing Co (Made to Order)	Plumbers' Brass Goods Bridgeport Brass Co
Metal Specialties Waterbury	Scovill Manufacturing Co Plumbing Specialties
The G E Prentice Mfg Co New Britain	John M Russell Mfg Co Inc Pole Line Malleable Iron Fittings Co
The Autoyre Co (small) The Patent Button Co Oakville Waterbury	Polishing Wheels The Williamsville Buff Mfg Co
The Excelsion Hardware Co Stamford I H Sessions & Son Bristol The H C Cook Co 32 Beaver St Ansonia	Presses The Standard Machinery Co (plast
The H C Cook Co The Greist Mfg	embossing, and die cutting) Propellers—Aircraft
The Greist Mfg Co 503 Blake St New Haven The Waterbury Button Co Waterbury Bridgeport Chain & Mfg Co Bridgeport	Hamilton Standard Propellers Div craft Corp Es

Propeller Fan Blades
The Torrington Manufacturing Co Torrington St New Haven Punches The Hoggson & Pettis Mfg Co (ticket & cloth)

141 Brewery St

New Haven The Hoggson at 141 Brewery St

Putty Softeners—Electrical
The Fletcher Terry Co Box 415 Forestville

Pyrometers
The Bristol Co (recording and controlling)
Waterbury Manhattan Bridgeport Middletown Waterbury Radiation-Finned Copper
The G & O Manufacturing Company
New Haven Hartford Lake Road Watertown Railroad Equipment
The Rostand Mfg Co (baggage racks and mirrors for passenger cars)

Milford (steel) 141 New Haven esisting for New 1. esisting to Bristol Rayon Yarns The Hartford Rayon Corp Rocky Hill Razors Schick Inc. (electric) Waterbury Seymour Stamford Reamers
The O K Tool Co Inc (inserted tooth)
33 Hull St
Shelton Seymour Recorders Milldale The Bristol Co (automatic controllers, tem-perature, pressure, flow, humidity) Waterbury Refractories Howard Company New Haven Hartford The C O Jelliff Mig Co (Nickel chromium, Southport mestic com-Stamford Retainers
The Hartford Steel Ball Co (bicycle & auto-Hartford Manhattan Bridgeport motive)
Reverse Gear—Marine
The Carlyle Johnson Mach Co
Riveting Machines
The Grant Mfg & Machine Co
The Raybestos Div of Raybestos-Manhattan Inc
(brake service equipment)
Bridgeport Manhattan Bridgeport Meriden Company
Waterbury
Milldale Robert Gair Portland New Haven Clark Brothers Bolt Co Mildale
The Blake & Johnson Co (brass, copper and
non-ferrous)
H Sessions & Son
The Raybestos Div of Raybestos-Manhattan Inc
(brass and aluminum tubular and solid
copper)
The Raybestos Div of Raybestos-Manhattan
Inc (iron)

Parts

Waterbury
Mildale
Mildale
Waterbury
Waterbury
Mildale
Waterbury
Waterbury
Mildale
Waterbury
Waterwill
Waterw New Haven New Haven Montville New Haven Norwich Bridgeport The Bristol Brass Corp (brass and bronze)
Bristol St Ansonia ell Div) Mystic Roof Coatings & Cements
Tilo Roofing Co Inc Stratford ell Div) Mystic Roofing-Built Up Rubber Chemicals
The Stamford Rubber Supply Co
Vulcanized Vegetable Oils)
Stratford
("Factice"
Stamford Stratford Ivoryton Seymour Rristol ps, rolls) Meriden Rubber Ized Fabrics
The Duro-Gloss Rubber Co
Rubber Footwear
The Goodyear Rubber Co
United States Rubber Prod Inc (Keds, Kedettes, Gaytees, U S Royal Footwear)
Naugatuck and conner) Waterbury mney) New Haven Bridgeport Rubbish Burners
The John P Smith Co 423-33 Chapel St
New Haven er) Bridgeport brass The Ensign-Bickford Co (mining & detonating)
Saw Blades
The Capewell Mfg Co (Hack Saw, Band Hartford red brass Waterbury The Capewell Mfg Co (Hack Saw. Band Saw)

Saws, Band, Metal Cutting
Atlantic Saw Mfg Co New Haven
Scales-Industrial Dial
The Kron Company

Scissors
The Acme Shear Company

Screw Machine Products
The Apex Tool Co Inc
The Connecticut Manufacturing Company
Waterbury
Corbin Screw Div, American Hardware Corp
The Rlake & Johnson Co
The Rlake & Johnson Co
The Centerless Grinding Co Inc (Heat treated and ground type only)
19 Staples Street
The Eastern Machine Screw Corp
Truman & Barclay St
The Humason Mfg Co
The Greist Mfg Co (Up to 1½"capacity)
New Haven
Scovill Manufacturing Co
Wet Haven
Waterbury
New Haven
Vacerbury
(Advt.) Branford Waterbury Plainville Plainville Waterbury Bridgeport Waterbury Naugatuck Branford Danielson stic molding, Mystic United Air-(Advt.) [42]

IT'S MADE IN CONNECTICUT

-CONTINUED-

Screws The Blake & Johnson Co (machine) Waterville	(
Corbin Screw Div, American Hardware Corp New Britain	1
Sargent and Company New Haven	
Clark Brothers Bolt Co Milldale	7
Sargent and Company Clark Brothers Bolt Co The Charles Parker Co (wood) Scovill Manufacturing Co (cap and machine) Waterbury	1
Screws (Machine)	4
The Connecticut Manufacturing Company Scythes Waterbury	
Winsted Manufacturing Co Winsted	1
The Greist Mfg Co (Sewing machine attach-	1
Winsted Manufacturing Co Sewing Machines The Greist Mfg Co (Sewing machine attachments) The Merrow Machine Co (Industrial) 2814 Laurel St Hartford	
Shaving Soaps	(
The J B Williams Co Glastonbury	
The Acme Shear Co (household) Bridgeport Sheet Metal Products	
The J B Williams Co Shears The Acme Shear Co (household) Sheet Metal Products The American Brass Co (brass and copper) Waterbury	
Sheet Metal Stampings The American Buckle Co West Haven	
The Patent Button Co Waterbury	
J H Sessions & Son Showcase Lighting Equipment Bristol	1
The Wiremold Company Hartford	
The H C Cook Co (for card files)	
32 Beaver St Ansonia	
Cheney Brothers South Manchester Sizing and Finishing Compounds American Cyanamid & Chemical Corp	
American Cyanamid & Chemical Corp Waterbury	
Smoke Stacks	
The Bigelow Company (steel) New Haven	
The J B Williams Co (industrial soaps, toilet soaps, shaving soaps) Special Parts	
The Greist Mfg Co (small machined, especially	
precision stampings) 503 Blake St New Haven	
Sponge Rubber The Sponge Rubber Products Co Derby	
Palmer Brothers Company New London	
Spring Colling Machines The Torrington Manufacturing Co Torrington	
Spring Units	
Spring Units American Chain & Cable Co Inc Bridgeport Owen Silent Spring Co Inc (mattresses and	
upholstery furniture) Bridgeport Spring Washers The Wallace Barnes Co Div Associated Spring	
Corp Bristol	
Springs—Coil & Flat The Humason Mfg Co Forestville The Wallace Barnes Co Div Associated Spring	
Corp Bristol	
Springs-Flat The Wallace Barnes Co Div Associated Spring	
Corp Bristol	
American Chain & Cable Co Inc Bridgeport	
Owen Silent Spring Co Inc Bridgeport Springs—Wire The Wallace Barnes Co Div Associated Spring Corp Bristol LW Reportor Company (Coil and Toxion)	
Corp Bristol	
J. W. Bernston Company (Coil and Torsion) Springs, Wire & Flat Plainville	
The Autoyre Company Oakville	
Palmer Brothers Company New London	
Stamps The Hoggson & Pettis Mfg Co (steel) 141 Brewery St New Haven	
Stampings—Small The Greist Manufacturing Co New Haven The Wallace Barnes Co Div Associated Spring	
The Wallace Barnes Co Div Associated Spring Corp Staples Bristol	
Sargent and Company New Haven	
The Hartford Electric Steel Co (carbon and alloy Steel) 540 Flatbush Ave Hartford	
Malicable fron Fittings Co Brantord	
Nutmeg Crucible Steel Co Branford Steel-Cold Rolled Spring	
The Wallace Barnes Co Div Associated Spring Bristol	
Steel—Cold Rolled Stainless Wallingford Steel Company Wallingford Steel—Cold Rolled Strip and Sheets	
Steel—Cold Rolled Strip and Sheets Wallingford Steel Company Wallingford Steel Goods	
Steel Goods Scovill Manufacturing Co (To Order) Waterbury	

OUNTINGED	
Steel—Magnetic Cinaudagraph Corporation Sta	mford
Storeotypes	
Stop Clocks, Electric	Bristol
Studio Couches	
Super Refractories	erbury
Surface Metal Raceways & Fittings The Wiremold Company Ha	nelton rtford
Switchboards Plainville Electrical Products Co Pla	inville
Switchboards Wire and Cables Rockbestos Products Corp (asbestos insu	lated) Haven
Switches	rtford
Tanks	Haven
The Russell Mfg Co Midd Tap Extractors	letown
	rtford
	Haven
Brownell & Co Inc	foodus
Telemetering Instruments The Bristol Co Wat Textile Machinery The Merrow Machine Co	erbury
The Merrow Machine Co	
2814 Laurel St H: Textile Mill Supplies	artford
Ernst Bischoff Company Inc Iv	oryton
Thermometers	tt City
The Bristol Co (recording and autocontrol) Thin Gauge Metals	erbury
The Thinsheet Metals Co (plain or tin rolls) Wat	ned in erbury
Max Pollack & Co Inc	Groton
The Gardiner Hall Ir Co (cotton sewing	imantic
Wm Johl Manufacturing Co Threading Machines The Grant Mfg & Machine Co automatic) Bri	le and dgeport
Time Recorders Stromberg Time Corp Timers, Interval	maston
Timers, Interval The H C Thompson Clock Co Timing Devices and Time Switche	Bristol
M H Rhodes Inc H	s artford
Wilcox Crittenden & Co Inc Mid The Thinsheet Metals Co (non-ferrous	dletown
in rolls) Wa	metals terbury
The Hoggson & Pettis Mfg Co (rubber w	orkers)
The Hoggson & Pettis Mfg Co (rubber w 141 Brewery St New The O K Tool Co Inc (inserted tootl	Haven metal
cutting) 33 Hull St	Shelton
Tour	Haven
A C Gilbert Company New	Haven
	lampton
George P Clark Co Windso Trucks-Lift The Excelsion Hardware Co	r Locks
George P Clark Co Windso	tamford r Locks
ITUCKS—SKILL FIREIGIBLE	tamford
The H C Cook Co (for collapsible	
Tubing The American Brass Co (brass and	Ansonia
Scovill Manufacturing Co (copper	aterbury alloys)
W	aterbury
Scovill Manufacturing Co W	aterbury
Tubing—Condenser Scovill Manufacturing Co Typewriters Underwood Elliott Fisher Co Underwood Elliott Fisher Co	Hartford
Underwood Elliott Fisher Co	Hartford
Sonoco Products Co (Climax-Lowell Div	Mystic
Vacuum Bottles and Container	Norwich
Vacuum Cleaners .	Hartford
Valves-Automatic Air	w Britai
beaton a cauwen mig co	a Dina
[43]	

Valves—Flush
Beaton & Cadwell Mfg Co No Valves—Relief & Control
Beaton & Cadwell Mfg Co No Ventilating Systems
Colonial Blower Company New Britain New Britain Colonial Blower Company Vises Hartford The Charles Parker Co Meriden

Washers
The Blake & Johnson Co (brass, copper & Waterville The Blake & Johnson Co (brass, copper & non-ferrous)
American Felt Co (felt) Glenville
Clark Brothers Bolt Co
The Sessions Foundry Co (cast iron) Bristol
J H Sessions & Son
The Raybestos Div of Raybestos-Manhattan
Inc (clutch washers) Bridgeport

Watches

Benrus Watch Co 30 Cherry St Waterbury
Waterproof Dressings for Leather
The Viscol Company Webbing
The Russell Mfg Co Middletown
Welding Rods
The Bristol Brass Corp (brass & bronze) Bristol
Wheels—Industrial
George P Clark Co Wicks
The Russell Mfg Co Middletown
The Russell Mfg Co Middletown The Russell Mfg Co
The Raybestos Div of
Inc (oil burner wicks) Middletown of Raybestos-Manhattan ks) Bridgeport The Raybestos Div of Raybestos Bridgeport
Inc (oil burner wicks)

Wire
The Bristol Brass Corp (brass & bronze) Bristol
The Driscoll Wire Co (steel)

Hudson Wire Co Winsted Div (insulated & enamled magnet)
The Atlantic Wire Co (steel)

The Platt Bros & Co (zinc wire)
P O Box 1030

Rockbestos Products Corp (asbestos insulated New Haven
Scovill Manufacturing Co (brass, bronze and nickel silver)

Wire Arches and Trellis

The John P Smith Co
423-33 Chapel St
Wire Cable

Wire Baske's

Rolock Inc (for acid, heat, degreasing)

Wire Cable

Wire Cable

Wire Cable

Fairfield Rolock Inc (for acid, heat, degreasing)

Wire Cable
The Bevin-Wilcox Line Co (braided)

Wire Cloth
The C O Jelliff Mfg Co (All metals, all metals, all Southport meshes)
The John P Smith Co
423-33 Chapel St
Wire Drawing Dies
The Waterbury Wire Die Co
Wire Dipping Baskets
The John P Smith Co
423-33 Chapel St
Wire-Enameiel Magnet
Sweet Wire Co New Haven Waterbury New Haven Sweet Wire Co Wire Formings Winsted The Autoyre Co Wire Forms Oakville The Humason Mfg Co Forestville
The Wallace Barnes Co Div Associated Spring
Corp Wire Goods The Patent Button Co
The American Buckle Co (overall trimmings)
West Haven Scovill Manufacturing Co (To Order)
Waterbury
Waterbury W're Mesh Waterbury Rolock Inc (all meshes and metals) Fairfield The Wiremold Company
Wire Nuts-Solderless
The Wiremold Company
Wire Nuts-Solderless
The Wiremold Company
Wire Reels
The A H Nilson Mach Co
Wire Partitions
The John P Smith Co
423-33 Chapel St
Wire Diagram Hartford Hartford Bridgeport New Haven 423-33 Chapel St
Wire Rings
The American Buckle Co (pan tinners' trimmings)
Wire Shapes
Bridgeport Chain & Mfg Co
Woodwork
C H Dresser & Son Inc (Mfg all kinds of Hartford C H Dreaser woodwork)

Yarns
The Ensign-Bickford Co (jute carpet) Simsbury
Zinc
The Platt Bros & Co (ribbon, strip and wire)
P O Box 1030

Zinc Castings
Newton-New Haven Co Inc 688
Waterbury
West Haven
(Advt.) (Advt.)

SERVICE SECTION

FOR SALE-RENT-WANTED

AVAILABLE FOR LEASING—2,000 sq. ft. New construction—concrete floor—barred windows—railroad siding—high ceiling—equipped with 3 arc welding machines—8 ft. metal brake—2 hydraulic chipping hammers—5 H.P. compressor—Hartford—formerly made oil tanks. Address R. E. 113.

FOR SALE—Valuable industrial property located within City of New Britain, with siding on the New York, New Haven and Hartford Rail-road—Land area, assessed at \$13,820.00, consists of 116,015 square feet, and buildings, assessed at \$137,700.00 and contain 179,876 square feet of space—Local tax rate 29 mills—Approximately 67,000 square feet of space rented to tenants on leases which contain a six months recapture clause in the event of change of ownership and 36,000 square feet to tenants on a thirty day basis—Income from rentals amounts to \$20,000.00 per year. Address R. E. 119.

FOR SALE—American Radiator, coal burning, hot water boiler with 20 radiators and pipes—1,000 ft. of radiation—excellent for small plant or auxiliary heating. Address S. E. 297.

WANTED -Steam boiler capable of heating 4,000 square feet of standard radiation, Address S. E. 292.

FOR SALE—PATENT RIGHTS—Newly developed large-size ram, up to 36-inch drive pipe diameter for use in irrigation and mining, has high efficiency due to patented design, lifting water 30' for each foot of fall, with no cost of operation—Good "after-the-war" product for plant with both machine shop and foundry. Address S. E. 220.

FOR SALE—1 only—A-20 Aftercooler. This compressor has a piston displacement of 12 cubic feet per minute. Address S. E. 243.

FOR SALE—ELECTRIC FURNACE—250-lb. Detroit Electric Furnace, together with necessary transformers and equipment, ready for immediate operation upon installation. New Britain. Address S. E. 245.

FOR SALE—SILK THREAD SPINNERS—We have five belt spinners driven by separate motors, about 100 spindles to each frame. These machines are in first class condition. Also some other thread-making machinery. Address S. E. 249.

FOR SALE—1 Curtis Steam Turbine No. 8678—KW. 100—Speed 3,600—Form E—Steam Pressure 150 lbs.—Condensing. 1 General Electric Alternating Current Generator—No. 482647—P. F. 80%, Type ATB—2-125-3600—Form T—KW 100, Volts 600, Amps 120—Speed 3600. 1 Wheeler Condenser No. 03618—Size 5 x 12 x 10. Address S. E. 251.

FOR SALE—15 Oil or Chemical Storage Tanks—8,000 and 5,000 gallons. Several single phase electric motors—One (1) and one and one-half (1½) Horsepower. 1—20 H.P. 2-phase Electric Motor. Address S. E. 260.

WANTED—Positive pressure cupola blower 3500 cubic feet of air per minute. Address S. E. 300.

WANTED—Several 3/8" capacity cold heading machines. Address S. E. 305.

EMPLOYMENT

PERSONNEL DIRECTOR—Just completed assignment as Assistant Personnel Director for construction company employing 20,000 workers on Trinidad Army base. Personnel experience includes 3 years H. O. L. C., 4 years in business for self, 4 years Personnel Director of large New York bank, 4 years Personnel Manager for large steamship line, 6 years Secretary of Appointments at Columbia University. Ample experience in recruitment, job analysis and evaluation, standardization of procedures and standards, House Organ publications and employee organizations. Age 56, health good, college graduate, married. Address P. W. 835.

ORGANIZATION MAN-26 years experience in public relations, advertising, and promotion. Would make excellent executive assistant specializing public relations, editing house organs, organization work. Permanent secretary college class—Yale 1916. Address P. W. 830.

EXPERIENCED BUSINESS MAN—has run a business for 20 years as small manufacturer of shoe creams and cement for chain and department stores—5 years with large firm distributing food products, contacting jobbers and retailers—5 years in wholesale house furnishings—has supervised workers, good personality, high school graduate, age 50, married, Protestant, Hartford area, \$10.00. Address P. W. 770.

PUBLIC RELATIONS—Age 46, married, 2 children, College graduate—Own advertising agency 10 years—accustomed to pitch in and get things done—trained to analyze a problem, pick out high spots and concentrate on them—some manufacturing production experience—considerable experience working with people—qualified for research, editing house organ, planning, and writing programs to reduce absenteeism, improve morale and bring in new employees. Address P. W. 826.

EXECUTIVE ENGINEER—17 years' experience in administration, organization, production and personnel training in organizations employing up to a maximum of 500 employees—age 43—married—3 dependents—B.S. in M.E., Yale—\$7,500. Address P. W. 859.

FEMALE COORDINATOR—Consultant and advisor on problems connected with employment of women—working conditions—industrial hygiene—canteens—housing—transportation—day care of children—wages and hours—Broad background social work—Vassar A.B.—\$3,500. Address P. W. 836.

TREASURER-COMPTROLLER—Draft exempt—20 years' experience—can take complete charge of cost and general accounting, tax matters, systems, budget—have handled responsibilities of treasurer, comptroller, and office manager—\$7,500. Address P. W. 823.

EXECUTIVE—production or industrial relations—Wide experience in labor relations—President of Coal Operators' Association of Central Pennsylvania for two years, handling labor contracts with the United Mine Workers, during which time had experience on committees definitely negotiating such contracts—experienced in the arbitration of labor controversies and assisted in the preparation of statistical data covering labor costs and market conditions used for presentation to Governmental authorities—Personally handled labor relations of companies of which was president—Considerable industrial production experience. Address P. W. 837.

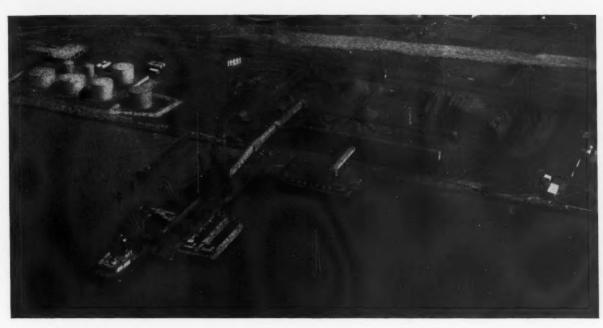
EXECUTIVE AVAILABLE—Thirty years' experience manufacturing and merchandising small and medium metal lines—experience has included engineering development, purchasing, production, sales—nationally known in several industries—very active in war materials since early 1940—can put responsible manufacturer in a profitable line after the war. Address P. W. 898.

ELECTRICAL ENGINEER—age 37, married, 3 children—18 years with public utility since graduation Yale—interested in manufacturing of electrical equipment—up-to-date on electronics—excellent engineering training and administrative experience—\$6,500. Address P. W. 893.

ACCOUNTANT—28 years treasurer and controller large retail house—would like to use organizational ability and experience in industry—age 52—\$6,000—Hartford area. Address P. W. 892.

ADMINISTRATIVE ASSISTANT—Man of mature judgment, years of experience handling white collar workers, figuring budgets—accounting knowledge excellent—good appraiser of publicity, experienced trouble shooter—well versed in credit and finance—has sales experience and can speak in public—can be a valuable aid to a busy top executive —\$6,000 minimum salary. Address P. W. 899.

CONTROLLER—OFFICE MANAGER—Fifteen years banking, office boy to cashier. Five years' personnel placement director and treasurer of the Bentley School of Boston. Fifteen years was office manager, credit manager, comptroller and assistant secretary for manufacturer. Had charge of all accounting reports, taxes (both federal and state), budgets (including general operating and cash), cost accounting (this was both job-order and specification), priority statistics and forecasts, bid and performance bonds, federal and state labor law translations and interpreting Social Security, Walsh-Healey and other regulations, etc. Graduate of the Bentley School, age 53, married, 1 child, \$6000—Northern Connecticut and Massachusetts. Address P. W. 905.



NEW HAVEN DOCK

T. A. D. JONES & CO.

INCORPORATED

BRIDGEPORT CONN NEW HAVEN CONN

DISTRIBUTORS

BITUMINOUS COAL INDUSTRIAL FUEL OIL

SERVING SOUTHERN AND WESTERN NEW ENGLAND

VIA

RAIL · WATER · · TRUCKS

"Mr. Brown?... No, he's out!"



That's the way Brown's secretary answered his telephone while he was away from his desk and Jones called.

Jones wanted to ask Brown about delivery dates. Brown's secretary could have told him. But all she said was, "He's out!" And Jones said, naturally, "Have him call me."

If Brown's secretary had said instead: "Can I help you?" Jones would undoubtedly have told her what he wanted, and she could have given him the information.

Hundreds of times daily in war-busy Connecticut plants, needless call-backs are being made... calls that could have been avoided if secretaries or clerks who answer the telephone would offer their help to the calling party.

But these secretaries or clerks must have the information or know where to get it. That's up to the key men — to see that they do have it.

That would save a lot of wasted time for key men and a heap of needless telephone calls.

THE SOUTHERN NEW ENGLAND TELEPHONE COMPANY

